



Targets & Behaviors 23/24 for Bhagath Talluri

Introduction

Welcome to the Targets & Behaviors Form.

In the **Collaboration Phase** you and your manager will create, review and edit targets and behavioral expectations throughout the year. Based on individual needs, development measures should be defined. Regular dialogs with your manager are recommended on a at least quarterly basis, to talk about the status quo, accomplishments and provide feedback. Any time in this phase you can optionally include a self-assessment and your manager an individual rating for all targets and behaviors.

Your manager's final and overall rating will be captured in the **Conclusion Phase**. No changes to the target and behavior details can be made in this phase. This phase is a 'confidential phase' – therefore you cannot access the form and the final STEPS dialog takes place.

In the **Sign Off Phase** you have access to the form again and are asked to finalize the process by signing the form. For more details, please see our STEPS "[How to](#)"-article in MyHR.

How to apply STEPS for new hires, is explained in the [Onboarding intranet pages](#).

Employee Information

First Name	Bhagath	Last Name	Talluri
Job Title	Senior Staff Engineer	Global Grade	012
Career Track	TL		

Targets

Set your targets according to the SMART principle. Targets should be individually achievable, measurable and relate to the [High Performance Company Monitor HPCM](#). Continuously manage your targets and discuss accomplishments with your manager throughout the Fiscal Year. Set and discuss [individual ratings](#) for each target. For more details, have a look at the [Targets & Behaviors Support Sheet](#).

Customers

Product data analysis of POM24 products

Not
Started

Handle 2 data requests per week

Complete project deliverables according to project timeline (tbd)

Manager's Rating

Rating

Successfully met expectations

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Target Details

Target	Product data analysis of POM24 products	Start Date	10/01/2023
Details: How to measure the target, what is	Handle 2 data requests per week Complete project deliverables	Due Date	09/30/2024

helpful to achieve this target according to project timeline (tbd)

Category	Customers	Status	Not Started
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Customers

Monitor and provide regular reporting on performance data for key applications (POM 25 project)

Not Started

Performance data reporting

Manager's Rating

Rating

Successfully met expectations

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Target Details

Target	Monitor and provide regular reporting on performance data for key applications (POM 25 project)	Start Date	01/04/2024
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Details: How to measure the target, what is helpful to achieve this target

Performance data reporting	Due Date	06/30/2024
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Category	Customers	Status	Not Started
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Customers

Monitor and provide regular reporting on performance data for key applications (C1/X1 GaN technology)

Not Started

Performance data reporting

Manager's Rating

Rating

Unable to rate

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Target Details

Target	Monitor and provide regular reporting on performance data for key applications (C1/X1 GaN technology)	Start Date	12/27/2023
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Details: How to measure the target, what is helpful to achieve this target

Performance data reporting	Due Date	06/28/2024
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Category	Customers	Status	Not Started
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Behaviors

Define the behavioral expectations for your role based on the [High Performance Behavior Model \(HPBM\)](#) with 'be passionate about profit' as mandatory dimension or, for all managers on Management Career, based on the [Leadership Principles \(LP\)](#); All people leaders who are not on Management Career can optionally use [Leadership Principles \(LP\)](#); Set and discuss [ratings for each behavior](#). For more details, have a look at our [content guide](#).

Be passionate about profit (mandatory)

Behavioral expectations	<p>Reduce time to market by consolidating and streamlining the PE activity by March 2024</p> <p>Create a common platform (Confluence) for PE group to reuse flows and information from each other and the different projects by June 2024</p> <p>Develop code/web based app for PE activity using data science tools by July 2024</p>
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Manager's Rating	Rating
Successful	.

Additional Ratings and Comments

Jan Richtering Blenken' s Comments

Although little behind schedule already excellent results have been shown, especially when taking in account that till 01-2024 the PRE role is/was completely new in RFS, we have made major steps

Focus on the customer

Behavioral expectations	Handle data requests: ambitious target 2 per week, stretched 3 per week
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Manager's Rating	Rating
Successful	.

Additional Ratings and Comments

Jan Richtering Blenken' s Comments

data analysis throughput time has reduced from Months to weeks to days and in the mean time hours, requests are handled above stretched target

Team up for best results

Behavioral expectations	<p>Work together with teams in Villach, Regensburg and Munich.</p> <p>Workshop (on line) to identify specific and generic needs of PE activities (Feb. 2024)</p> <p>Build a matrix of flow tools/plots/test parameters to be a guiding template for the different users by June 2024</p>
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Manager's Rating	Rating
Outstanding	.

Additional Ratings and Comments

Jan Richtering Blenken' s Comments

Especially on the PAM-B the effort and effectiveness of your way of working is fully recognized, strong example is/was organizing Load-pull and setting up validation strategy and team cooperation between NMG and VIL

Automating the data analysis flow is in full progress ,data analysis throughput time has reduced from Months to weeks to days and in the mean time hours

Development Measures

Choose appropriate development measures to achieve your agreed targets and behaviors.

Also think about your development goals, what you would like to learn and achieve and define suitable formats to learn.

For more details, have a look at our [Support Sheet](#).

Further information about available trainings and formats can be found in our [Training Overview Booklet](#).

Development measure description	Not Started
Implement the next module design as main designer/technical leader. Measure of success of the development action is recognition of design community as technical leader/main designer.	

Target Details

Development Measure Description	Implement the next module design as main designer/technical leader. Measure of success of the development action is recognition of design community as technical leader/main designer.	Status	Not Started
Start Date	09/01/2023	Due Date	09/30/2024

Development measure description	Completed
Product Engineering analysis tools and training 1. Six-Sigma 2. CEDA, AMSA, Chronos, tostat, eSquare	

Target Details

Development Measure Description	Product Engineering analysis tools and training 1. Six-Sigma 2. CEDA, AMSA, Chronos, tostat, eSquare	Status	Completed
Start Date	12/07/2023	Due Date	02/28/2024

Development measure description	On Track
Data science tools training 1) R/SQL/Python 2) Web apps (shiny) 3) Neural networks	

Target Details

Development Measure Description	Data science tools training 1) R/SQL/Python 2) Web apps (shiny) 3) Neural networks	Status	On Track
Start Date	02/29/2024	Due Date	06/30/2024

Summary

Please provide the overall performance ratings for Targets and Behaviors. For more details [click here](#), or check out our [content guide](#).

Please note special guidelines for [newly hired employees](#).

Target Rating Scale Successfully met expectations

Name	Rating	Weight
Targets		
Product data analysis of POM24 products	Successfully met expectations	
Monitor and provide regular reporting on performance data for key applications (POM 25 project)	Successfully met expectations	
Monitor and provide regular reporting on performance data for key applications (C1/X1 GaN technology)	Unable to rate	

Behavior Rating Scale Outstanding

Name	Rating	Weight
Behaviors		
Be passionate about profit (mandatory)	Successful	
Focus on the customer	Successful	
Team up for best results	Outstanding	

Overall Comments

Jan Richtering Blenken' s Comments

Full focus worked on product engineering task setting and automate analysis where possible
With no POM background knowledge started and build up competence very rapid
Very happy to have you in the team Bhagath, looking forward to 2025 !

Signature

I herewith sign off the Targets & Behaviors form aligned with my manager. Please note that the below comment will only be visible to your managers once the form is completed.

Employee: Bhagath Talluri

12/09/2024