



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 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

Successfully met expectations

Rating

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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 according to project timeline (tbd)
this target

| Category | Customers | Status | Not Started |
|-------------------------------|---|---------------|-------------|
| 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 | | | . |

Target Details

| | | | |
|--|---|------------|-------------|
| Target | Monitor and provide regular reporting on performance data for key applications (POM 25 project) | Start Date | 01/04/2024 |
| Details: How to measure the target, what is helpful to achieve this target | Performance data reporting | Due Date | 06/30/2024 |
| Category | Customers | Status | Not Started |
| 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 | . |

Target Details

| | | | |
|--|---|------------|-------------|
| Target | Monitor and provide regular reporting on performance data for key applications (C1/X1 GaN technology) | Start Date | 12/27/2023 |
| Details: How to measure the target, what is helpful to achieve this target | Performance data reporting | Due Date | 06/28/2024 |
| Category | Customers | Status | Not Started |

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)

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

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 |
|-------------------------|---|

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 | Work together with teams in Villach, Regensburg and Munich. Workshop (on line) to identify specific and generic needs of PE activities (Feb. 2024) Build a matrix of flow tools/plots/test parameters to be a guiding template for the different users by June 2024 |
|-------------------------|---|

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

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.

Not Started

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

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

Completed

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

Data science tools training
1) R/SQL/Python
2) Web apps (shiny)
3) Neural networks

On Track

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 Targets | Rating | Weight |
|---|-------------------------------|--------|
| 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 Behaviors | Rating | Weight |
|--|-------------|--------|
| 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