



Targets & Behaviors 24/25 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:	Last Name:	Job Title:	Global Grade:
Bhagath	Talluri	Senior Staff Engineer	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](#) and the [AI In STEPS Support Sheet](#).

Target(What) : POM PE activity set-up & pipe-cleaning with the POM24/25 product BGSA300AC.

Manager's Rating:	Rating:
Successfully met expectations	Successfully met expectations

Bhagath Talluri's Comments

The reports have been made for the types BGSA300AC, BGSA440AC, BGSA400CC and are stored in an organized way in the confluence page

<https://confluencewikiprod.intra.infineon.com/spaces/RFMTELW/pages/2377749263/Confluence+test>

Target Details

Target:	Start Date:	Details: How to measure the target, what is helpful to achieve this target:	Due Date:
Target(What) : POM PE activity set-up & pipe-cleaning with the POM24/25 product BGS300AC.	01/01/2025	Bhagath will prepare & review progress reports, PR deliverables once every 2 weeks with the team. Provide 1 slider status and updates team once every 2 weeks.	09/30/2025
Category: Customers	Status: On Track		

Ratings from Others

Jan Richtering Blenken (Manager)

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Report have been provided, 1 slider not completely but this was covered verbally

Target(What) : POM 26 (2-3 products) internal and external customer support with data analysis & reporting

Manager's Rating:	Rating:
Successfully met expectations	Successfully met expectations

Bhagath Talluri' s Comments

The progress is updated in the respective meeting and deliverables

Target Details

Target:	Start Date:	Details: How to measure the target, what is helpful to achieve this target:	Due Date:
Target(What) : POM 26 (2-3 products) internal and external customer support with data analysis & reporting	01/01/2025	Bhagath will prepare & review progress reports, PR deliverables once every 2 weeks with the team. Provide 1 slider status and updates team once every 2 weeks.	09/30/2025
Category: Customers	Status: Not Started		

Ratings from Others

Jan Richtering Blenken (Manager)

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In line with agreement

Target (What): Improve time to market by improving the data analysis process, reporting, customer support & maintenance.

Manager's Rating:	Rating:
Successfully met expectations	Exceeded expectations

Bhagath Talluri' s Comments

All the targets have been achieved. Detailed description on how and what is achieved is mentioned in the behavior section

Target Details

Target:	Start Date:	Details: How to measure the target, what is helpful to achieve this target:	Due Date:
Target (What): Improve time to market by improving the data analysis process, reporting, customer support & maintenance.	10/01/2024	Bhagath will prepare a one slider on the progress of the data analysis app development and updates the PE team once in a month. 1. Identify/learn & do the necessary training (Data science) for the development of open source (economic) data analysis app as a secondary (back-up) tool. 2. Explore & identify the gaps in the current data analysis tools in covering current and future POM needs. 3. Develop the data-analysis tool using the open source platform first to analyze data and automated reporting. 4. Upon successful completion of step.3, further explore ways to identify, implement for automated analysis (covering 60-80% of daily POM needs), outlier screening & progress monitoring.	09/30/2025

Category:	Status:
Process	On Track

Ratings from Others

Jan Richtering Blenken (Manager)

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All in line as agreed

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 ambitious and manage risks

Manager's Rating:

Successful

Rating:**Outstanding****Behavioral expectations**

Bhagath will take necessary action to manage the risk of meeting the customer deadlines for POM 26 products for the ambitious target

1. Supporting 2-3 products with data analysis, reporting, progress monitoring, ramp-up support
2. Simultaneously explore & develop generative AI application (chatbot) to make POM data available in a simple and effective format for the wider community (Engineers & managers)

Bhagath Talluri' s Comments

The targets have been successfully achieved. The reports are now automated and stored in confluence page

(<https://confluencewikiprod.intra.infineon.com/spaces/RFMTELW/pages/2377749263/Confluence+test>). Went out of scope to support colleagues from other domain with data analysis tasks using R studio scripting (Re-binning, outlier filtering, correlation plot, PoEm app development).

Ratings from Others

Jan Richtering Blenken (Manager)

For sure not an easy task, for the larger part covered

Be passionate about profit (mandatory)**Manager's Rating:****Successful****Rating:****Outstanding****Behavioral expectations**

- Bhagath will develop a data analysis app using open source platform (no need to buy licenses) which have a significant impact on the time to market of POM products thereby impacting the financials of the project.
- The expectation is to cut the current analysis & reporting time for first test results from couple of days to couple of hours. This will have a big impact considering the magnitude of products & wafers that are tested for POM26.

Bhagath Talluri' s Comments

The app PoEm meaning product engineering for POM has been developed and supported various internal and external customer reports. The missing functionality such as Re-binning has been implemented. This led to the support of customer meetings during crucial phase (BGSA440AC, BGSA300AC) for Ok to ship, Exit dashboard and Ramp-up reports.

The development of the app has been toned down as the new industrial solution Silicon.DA has been implemented as a holistic and industrial solution. However the tool has some gaps and PoEm is supporting in closing the gaps.

The reporting time is significantly reduced and they are much more organized in a central way. Now all the information regarding a specific lot, its origin, context, objective, scope and analysis is available at same place (confluence page). This helps to better keep track and also revisit and quick understanding of the lot analysis. This greatly saves time not only for the immediate understanding of the lot but also to be contextually aware even after revisiting the results after a long term by any of the project participants.

Ratings from Others

Jan Richtering Blenken (Manager)

Agree with the feedback, difficulty is the implementation on other than own PC, therefore excellent work however requires additional effort to implement for others. Point for next improvement if time allows

Focus on the customer

Manager's Rating:

Partially successful

Rating:

Successful

Behavioral expectations

- Bhagath will keep in mind the customer (internal & external) requirements and develop tailor made applications and reports for POM data analysis.

Bhagath Talluri's Comments

This has been achieved in 2 ways.

1. The stakeholders' feedback and the experience of the various analysis tools have been incorporated into the scripting to close gaps in the current way of working (Re-binning, filtering data, all parameter correlation at once..).
2. The reporting script has been developed in an independent way such that results and the file types used to store the results. This gives the flexibility to use multiple tools and combine results when used to close gaps in the current goto tool for data analysis (Silicon.DA).
3. It follows 3 step approach
 - i. Security: Using secure i-share to host the files so that it is accessible only to the intended audience thereby handing the confidentiality well.
 - ii. Reuse: The conventional way of working with storing, working and editing in the files is supported so that it is not needed to learn any new tool.
 - iii. Easy to follow : The stored data and results in folders is presented in the form of a single web file which enables for a connection to the big picture and easy understanding of the context. By using the existing Infineon's secure i-share to host, it is now made possible to be within the guidelines of confluence. Now we can host any amount of data in i-share and link to confluence without worrying about exceeding the space requirements of the confluence (max 2GB).

Ratings from Others

Jan Richtering Blenken (Manager)

Although agree it is observed that visibility is low, feedback of usage is limited

Foster your talents

Manager's Rating:

Successful

Rating:

Outstanding

Behavioral expectations

- Bhagath will improve his skills for data analysis and foster his talents by pursuing the generative AI & ML trainings while expressing this knowledge via an app development based on open source platform.

Bhagath Talluri's Comments

I have been able to improve my skills now to independently develop applications that support various needs and colleagues with speed using AI tools. Examples are

1. PoEm app based on R studio. This involves mastery of data storage, scripting, logical thinking, thinking ahead, organization, collaboration with various stakeholders, use of AI tools such as github, Ask AI from Infineon.
2. Report generator: This shows/allows one to re-use their existing folder structure to knit a web-page like report. This will give contextual awareness and saves a lot of time in refreshing ones own memory when re-looking or reviewing their/team work after a long time.
3. Individual R scripts to support colleagues such as Re-bining, re-filtering, data manipulation and processing.

Ratings from Others

Jan Richtering Blenken (Manager)

Agree, successful and excellent learning, is however part of the job ;-)

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](#).



No targets yet

When there are, you'll see them here.

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](#).

Objective

Name:

Targets

Rating:

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Name:

Target Rating Scale

Rating:

Successfully met expectations

Competency

Name:

Behaviors

Rating:

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Name:

Behavior Rating Scale

Rating:

Successful

Overall Comments

Jan Richtering Blenken

I proud that you are/were part of our Product Engineering team Bhagath, wish you success in your future position, I'm more than 100% sure that your people will admire your contributions !

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

Signed on :
10/14/2025