



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:	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](#).

Product data analysis of POM24 products

Manager's Rating: Rating:

Successfully met expectations .

Bhagath Talluri's Comments

Target Details

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

Category:	Status:
Customers	Not Started

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

Manager's Rating: Rating:
Successfully met expectations .

Bhagath Talluri's Comments

Target Details

Target:	Start Date:	Details: How to measure the target, what is helpful to achieve this target:	Due Date:
Monitor and provide regular reporting on performance data for key applications (POM 25 project)	01/04/2024	Performance data reporting	06/30/2024

Category:	Status:
Customers	Not Started

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

Manager's Rating: Rating:
Unable to rate .

Bhagath Talluri's Comments

Target Details

Target:	Start Date:	Details: How to measure the target, what is helpful to achieve this target:	Due Date:
Monitor and provide regular reporting on performance data for key applications (C1/X1 GaN technology)	12/27/2023	Performance data reporting	06/28/2024

Category:	Status:
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Customers

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)

Manager's Rating:

Successful

Rating:

Behavioral expectations

Reduce time to market by consolidating and streamlining the PE activity by March 2024

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

Ratings from Others

Jan Richtering Blenken (Manager)

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

Manager's Rating:

Successful

Rating:

Behavioral expectations

Handle data requests: ambitious target 2 per week, stretched 3 per week

Ratings from Others

Jan Richtering Blenken (Manager)

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

Manager's Rating:

Outstanding

Rating:

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

Ratings from Others

Jan Richtering Blenken (Manager)

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](#).

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:	Status:	Start Date:	Due Date:
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	09/01/2023	09/30/2024

Product Engineering analysis tools and training

1. Six-Sigma
2. CEDA, AMSA, Chronos, tostat, eSquare

Target Details

Development Measure Description:	Status:	Start Date:	Due Date:
Product Engineering analysis tools and training 1. Six-Sigma 2.	Completed	12/07/2023	02/28/2024

CEDA, AMSA, Chronos,
tostat, eSquare

Data science tools training

- 1) R/SQL/Python
- 2) Web apps (shiny)
- 3) Neural networks

Target Details

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

—

Name:

Behavior Rating Scale

Rating:

Outstanding

Overall Comments

Jan Richtering Blenken

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

Signed on :
12/09/2024