



NAME / ROLE:	SUPERVISORY ORGANIZATION:	LOCATION:
MICHAEL ROLLER / Connected Research Product Director	Connected Experiences & Digital Research (Ron Peri) (S00002361)	CINCINNATI GENERAL OFFICES
IMMEDIATE MANAGER:		
Ron Peri		

GOAL What do you want to achieve ?	SUCCESS CRITERIA How will you know you have achieved your goal?	ORGANIZATION GOAL IT SUPPORTS
1. Drive Connected Research OU Adoption & Satisfaction	<ul style="list-style-type: none">Maintain & grow CHR research portfolio—support 24 studies across Fabric, Home, AMA, 50LH and 1400 panelists.Long-term plan to step-change adoption—Pilots with Home Care, Connected Bathroom (Beauty), OralCustomer Satisfaction (CSAT): 4.5 out of 5Qualify 1-2 additional 3P vendors for panel managementFY2526 adoption needs across all OUs in focus markets	
2. Deliver new Connected Home Research capabilities to enable future adoption of the P&G CHR data platform.	<ul style="list-style-type: none">Strategy & action plan with clear WTP/HTW choices, aligned with DE leadership, linked to corporate CHR objectives, in support of OU needs.Deliver Unified Hub enabling behavioral experimentation across a portfolio of 1000s of sensors and whole-home data capture.Pilot longitudinal CHR consumer panel (n=20) to validate internal capability across the solution—Oral, Beauty/Connected BathroomDeliver portfolio of Data Capture & Researcher Operations applicationsData pipeline enabling easy access to study data on a common data platform, with end-to-end observability & data quality monitoringDefine & pilot set of analytics products to enable OUs to meet research objectivesSunset Legacy app with transition plan in place for all OUs50LH sensor integration into the P&G platform to drive efficiency within a single architectureRefreshed Solution Pricing Strategy emphasizing modular approach and competitive with 3Ps	
3. Lead Consumer Gateway strategy and operations	<ul style="list-style-type: none">Deliver Consumer Gateway Strategy for growth of digital value through omnichannel personalization with OUsLaunch Gateway supergraphs for all OUs & reliable performance through ongoing operationsEnable OU digital IMPs through subgraph innovation	
4. Deliver Connectivity Products Strategy driving growth of connected experiences and research.	<ul style="list-style-type: none">Lightyear Gen2 strategy ensuring readiness for next-gen devices on GCP and capabilities serving upstream product development, in-market innovations, and insights from IoT data.Enable OU IMPs for Oral Care, Grooming (Victoria), Home Care (Airia)Maintain operational excellence, in line with DE ScorecardGrow experimentation by enabling R&D self-serve data capture use cases (Unified Hub)CSAT: 4.5 out of 5	
Deliver my people manager responsibilities to drive a superior employee experience for each of my direct reports	<ul style="list-style-type: none">At least monthly & high quality 1-1 with every direct report (weekly for new hires)High quality Impact Plan completed with every direct report, consistent with CFIT OGSM and team priorities.High quality Mid-Year Career Conversation completed with every direct report by end of March 25.	

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	<ul style="list-style-type: none"> • Assess Career Plan updated in Workday 2x per year (JAS and JFM) (Promotion intent, next assignment & assignment quarter, attrition risk, career direction & growth needs) • ACR completed & High Quality My Rewards conversation completed with every direct report by mid-October. • Completion of UFT for B3 and below MOO • (MOO <5 YOS) Complete a New Manager Emerging Leader and Power Pairs training. • B5+ Simplification Survey Score >80% or improvements vs YA • Review progress against these goals each Q with my manager 	

GROWTH ACTION ITEM A skill, capability, or behaviours you want to learn or improve. If you are a People Manager, consider atleast one way you will grown your team.	ADDITIONAL INFORMATION Capture here your learning objectives.
Grow Digital Product Management & Strategy expertise	<ul style="list-style-type: none"> • Through Experience (70): Growth through strategy skills through Connected Experiences strategy work • Through Others (20): Mentorship from OU Digital leaders, IT Product Management Horizontal leaders • Through Training (10): DE Product Management learning path
Grow Technical Data Skills	<ul style="list-style-type: none"> • Through Experience (70). Via Corp CHR priorities—Data Pipeline, Platform and Analytics goals • Through Others (20). Mentorship from Platform engineers • Through Training (10). Read Data Engineering book (O'Reilly)