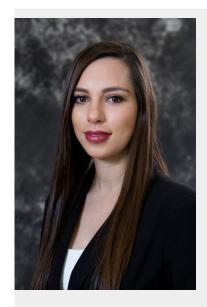
Apodaca Karen

Career File



0 Direct Reports10 Total Team

Personal Information

First Name Apodaca Karen Title Ingeniero de Calidad **Division** Bell Division **Deparment** Quality Supervisor Arias Ísabel Location T.I.M. - Bell Helicopter plant (BHMBU-BC777) City, State, Country MEX-Mexico Hire Date 2012-11-30 Years of Service (Not 3 to be used for benefit calculations) Years 27 **Gender** Female

Successors			
Name	Readiness	Current Title	# of other nominations
Aaron Mendoza	Ready	QA Engineer	0

Current Nominations

Role Readiness Incumbent(s) Last Modified

Start Date Function		Title	Business Unit	City, State	Country
10 Sep 2012	30 Nov 2012	Quality Intern Identification of critical operations potential to end on a defect. Evaluate process and tooling on		Chihuahua	Mexico
01 Dec	28 Nov	Jr. Manufacturing		Chihuahua	Mexico

2012 2014 Engineer Transition of Aft Lower Fuselage 407-954 from Mirabel to TIM. Take the manufacturing process, toolin

29 Nov 2014 **Quality Engineer**

Chihuahua

Mexico

Ensure the quality of the product, coordinate RCCA and attend customer

complaints. On charge of

the

Early Textron Job History not Reflected in Textron Job History Above

Start Date End Date Title Business City, State Country Function Unit

Non - Textron Job History

Start End Title Company Type of City, State Country Function Type of Date Date Business Role

Career Highlights

Example. This section provides the opportunity to share highlights of your career. While this is not intended to be a resume or Curriculum Vita (CV), you may enter specific accomplishments or experiences to illustrate the most important aspects of your career. The Date, Job Title and Company Name must match a record in either the Textron Job History or Non-Textron Job History sections above.

Year	Job Title	Company Name	Career Highlight
2013	Manufacturing Engineer	Textron International Mexico	Worked on R4 migrating work instructions from MEPI to Plannings in CAMS.
2013	Manufacturing Engineer	Textron International Mexico	Worked on transition of new product, Item 954, from Mirabel to TIM. This was a successful transition.
2015	Quality Engineer	Textron International Mexico	Development of FAI and successfully execution of Engineering Change C47E at Item 954 and 930 VS 407.

Example. Talent Management Summit (México, DF), Wealthness Coaching Summit (US), Stress Management (México), Human Resources Management, Coaching.

Country	Type of Experince	Years of Experience	Company Name	Comments
France	Formation	1 month	Institut Superieur de ´Aeronautique et de l ´Espace	l Course of Flight Mechanics at ISAE in Toulouse, 2011.
Canada	Training		Bell Helicopter Textron Limited	Train to work on BSM R4.
USA	Training		Bell Helicopter	Training to start BSM R5. Proyect was put on hold later.

Education History

Example. This section should reflect your formal education history such as high school, compulsory, or university degrees completed or currently pursuing. Do not record Textron University courses, or other certifications, licenses or certificates of completion in this section. Note: Select the first day of the month if you do not remember the actual Graduation Date (e.g. 05-01-1997).

Degree Comments	Major	Country	School	Location	Graduation Date
High School		Mexico	Colegio de Bachilleres del Estado de Chihuahua. Plantel 4.	Chihuahua	06 Jun 2008
Bachelor	Mechatronics Engineering	Mexico	Instituto Tecnologico y de Extudios Superiores de Monterrey	Chihuahua Honor Roll with 93 points out of 100.	30 Nov 2012

Textron Leadership D	evelopment			
Course Name	Institution Name	Status	Date Completed	
Coaching Program	Textron International Mexico	Closed	31 Dec 2013	

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	85%	85%	85%	610 points in TOEFL
Spanish	Native	98%	98%	Native Language
French	Level A1/A2	Level A1/A2	Level A1/A2	Course at ISAE on 2011 and at Textron in 2013-2014.

Performance History			
Start Date	End Date	Rating	
01/Jan/2013	31/Dec/2013	4	
01/Jan/2014	31/Dec/2014	4	

Talent Assessment **Manager View Only

Data in this section is displayed on the Succession Org Chart.

Strategic Fit Green
Probability of Loss Low
Impact of Loss Medium

Potential Promotable long term

Date Entered 2016-05-16

Career Potential **Manager View Only

This section is to reflect the higest level you believe this employee is able to achieve. If you choose to add a record in this section, the red star indicates that it is a required field.

Level	Function	Business Unit	Timeframe	Date Entered
Manage others	QA Engineer	Bell Helicopter	Ready	16 May 2016

Career Aspirations				
Level	Function	Business Unit	Comments	Date Entered
Superintendent	QA Superintendent	Textron Aviation	To keep developing my skills as leader.	18 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate YES
Comments 2016-05-18
Date Entered

Strengths

Example. Use this section to document the employee's strengths.

Competency	Comments	Date Entered
Global Business Accumen	Karen has a good knowledge of the business, focus on the process, has a global mindset and is easily	18 May 2016

Integrity and Trust	Karen achieves results attached to the	18 May 2016
	organization's values and transmit the	
	example to follow with	

Development Needs

Example. Use this section to document the employee's development needs.

Competency	Comments	Date Entered
Organizational agility	Karen needs to improve her ability to take smart risks.	e 18 May 2016
Create efficient teams	Needs to improve the ability to assign activities to the parties of the team.	18 May 2016

Development Plan

Example. Use this section to document the employee's development plan. List at least 2 action items. Avoid limiting development actions to classroom training only.

Focus	Description	Date Entered
Create efficient teams	Have a session with Pedro Chavez in order to learn from him to develop people and take advantage from their strengths to assign activities.	18 May 2016
Organizational agility	Get involved with Antonio Saenz, in the office but also in meetings with other parties, in order to learn from him how to take risks and make smart decisions.	18 May 2016

General Summary **Manager View Only

Comment Date Entered

Karen needs to focus 16 May 2016 on her administration and the way that she plans to obtain results along with her team as well as how there are going to be develop