

Gonzalez Siria

Career File



0 Direct Reports
2 Total Team

Personal Information	
First Name	Gonzalez Siria
Title	Front Line Leader
Division	Bell Division
Deparment	407 Estructural & Eléctrica
Supervisor	Ramirez Ivan
Location	T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country	MEX-Mexico
Hire Date	2015-04-17
Years of Service (Not to be used for benefit calculations)	3
Years	25
Gender	Female

Successors

Name	Readiness	Current Title	# of other nominations
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Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
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Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country	Function
17 Apr 2015		Engineering	525	Chihuahua, Chihuahua	Mexico	Manufacturing Engineer
24 Apr 2017		Front Line Leader	407 Structutal and Electrical	MEX-Mexico Front Line Leader	Mexico	

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
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09 Jan 2015	16 Apr 2015	Engineering Textron International Mexico	Chihuahua, Mexico Chihuahua	Manufacturing Engineer intern
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Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
09 Jan 2017		Teacher	Tecmilenio	Education	Chihuahua, Mexico	Mexico	Teacher	

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
2015	Manufacturing Engineer Intern	Textron International Mexico.	Improvement in time and movements production. Development of C & E Matrix for item 954, design of Poka Yokes, tools and protections to reduce defects and time, monitoring of RCCA actions, tracking of TPM.
2015	Manufacturing Engineer	Textron International Mexico	Development of manufacturing process for commercial model Bell 525, Design of interactive work instructions, implementation of BOM and PLBOM, responsible of engineering changes, supporting shop floor whit tools and Poka Yokes, improvement of sequences, cleaning of sketches.
2016	Manufacturing Engineer	Textron International Mexico	3DVIA Composer training to 18 Manufacturing Engineers.
2016	Manufacturing Engineer	Textron International Mexico	Implementation of dry urinal in the plant. Saving 71,304 lt/year.
2016	Manufacturing Engineer	Textron International Mexico	Personal Growth Talks imparted to EAD.
2016	Manufacturing Engineer	Textron International Mexico	61 plannings closed during the year. FPY 98%, OTC 100%. Execution of resequence changes for model Bell 525-ITEM 58.
2016	Manufacturing Engineer	Textron International Mexico	Implementation of pre saturated acetone wipes to reduce 66% of waste Reduce risks of shedding. Absence of flammable product. 30% annual reduction in cost due to reduction of acetone and cheese cloth.
2016	Manufacturing Engineer	Textron International Mexico	Provide shop floor support as FLL on ITEMS 52, 62 and 63. BTS 98%. During

			this time I developed skills as leadership, decision making and accountability.
2017	Front Line Leader	Textron International Mexico	Increase of efficiency at the electrical area of 8% during 2017. From 95% to 103%.
2018	Front Line Leader	Textron International Mexico	Implementation of manufacturing cell of power cables and coaxial.

International Experience

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
United States	Intensive English Course	Less Than 1	Wichita State University	
United States	525 Program	1	Textron International Mexico	Comunication with Engineers from Amarillo Tx to implement engineering and design changes.

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	Major	Country	School	Location	Graduation Date
Comments					
Bachelor	Mechanical Engineering	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua	16 Oct 2015

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Administración de Proyectos	DSO Corporativo	Completed	28 Apr 2015
Train the Trainers	Textron International Mexico	Completed	30 Oct 2015
Accountability	Textron International Mexico	Completed	11 May 2016
Emotional Intelligence	Textron International Mexico	Completed	23 Apr 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native	Native	Native	
English	Fluent	Fluent	Fluent	Intermediate II by Wichita State University

Performance History

Start Date	End Date	Rating
01 Jan 2016	31 Dec 2016	4
01 Jan 2015	31 Dec 2015	3

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 low
Potential Valued
Date Entered 2016-05-05

Career Potential **Manager View Only

This section is to reflect the highest 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
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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
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Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments 2015-05-14
Date Entered

Strengths

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

Competency	Comments	Date Entered
Learning on the fly		14 May 2015
Self-development		14 May 2015
Personal learning		14 May 2015
Time management	All assignments delivered on time	17 May 2016
Dealing with ambiguity		27 Feb 2017

Development Needs

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

Competency	Comments	Date Entered
Creativity		14 May 2015
Humility		14 May 2015
listening		27 Feb 2017
Managing vision anf purpose.		27 Feb 2017

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
IE Cross training	Learning new skills in the area of production and continuous improvement.	27 Feb 2017
Electrical Process	Learn the process in Electrical area to do a better performance as Production Supervisor	08 May 2017

General Summary **Manager View Only

Comment	Date Entered
Siria managed to demonstrate its leadership capacity with the transfer of Harneses of 505, the challenge that reduced it from 2,500 hours to 0 hours of delay, focusing on success and working in a disciplined manner, has shown the value to act	21 Jun 2018

swiftly and decisively.
She has to work on
influencing more on
her tactical team,
emotional intelligence,
coaching and start
creating networking

Siria has proven to 05 May 2016
have commitment
and willingness and
capabilities to make
others successful
and influence across
her area of
responsibility, she\\'s
currently working on
her leaderships skills.