

Alarcon Armandina

Career File



0 Direct Reports
5 Total Team

Personal Information

First Name Alarcon
Armandina
Title Coordinador DO
Division Bell Division
Department Recursos
Humanos
Supervisor Manriquez Nancy
Location T.I.M. - Bell
Helicopter plant
(BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2010-04-19
**Years of Service (Not 8
to be used for benefit
calculations)**
Years 35
Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
------	-----------	---------------	------------------------

Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
------	-----------	--------------	---------------

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
19 Apr 2010	04 May 2012	Admin Assistant TIM Management	T.I.M.	Chihuahua, Chih.	Mexico
07 May 2012	09 Nov 2012	BSM Power User Operations	T.I.M.	Chihuahua, Chih.	Mexico
12 Nov 2012	08 Apr 2013	HR Business Partner Human Resources	T.I.M.	Chihuahua, Chih.	Mexico
08 Apr 2013	06 Sep 2013	BSM Power User Operations	T.I.M.	Chihuahua, Chih.	Mexico

09 Sep 2013	13 Feb 2015	HR Business Partner Human Resources	T.I.M.	Chihuahua, Chih.	Mexico
16 Feb 2015	13 May 2016	Talent Acquisition Human Resources	TIM	Chihuahua, Chih.	Mexico
16 May 2016		HR Business Partner Human Resources	TIM	Chihuahua, Chih.	Mexico

Early Textron Job History not Reflected in Textron Job History Above

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

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
01 May 2006	31 Jan 2007	Intern - Training Area	F.R. Tecnologias de Flujo	Manufacturing	Chihuahua, Chih.	Mexico	Human Resources	Individual contributor
01 Feb 2007	11 Jan 2008	Admin Assistant	Afirme Insurance Company	Services	Chihuahua, Chih.	Mexico	Sales	Individual contributor

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
2016	HR Business Partner	Textron international Mexico	Acting as Coach for the High Performance Teams to ensure the alignment with TIM culture
2016	HR Business Partner	Textron International Mexico	Mitigate instability at work due the lay offs: planning and execution of Team Buildings, Performance Evaluations, presence in the production meetings to know the results of each ITEM and communicate the status of the actions. Promote the culture of Accountability to recognize employees who act \"Above the line\".

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	Company Name	Comments
---------	-------------------	----------	--------------	----------

Experience				
Canada	Training	3 months	Bell Helicopter	I received training for the role of BSM Production Power User providing me the great experience of interaction and build a working relationship with my colleagues in Mirabel

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 Degree	Business Administration	Mexico	Universidad Autonoma de Chihuahua	Chihuahua, Chih.	01 Jul 2006
Masters Degree	Human Resources	Mexico	Universidad Autonoma de Chihuahua	Chihuahua, Chih.	15 Dec 2015 Completed

Textron Leadership Development			
Course Name	Institution Name	Status	Date Completed
AS9100 Internal Auditor		Completed	04 Oct 2014
Crucial Conversations	Bell Helicopter	Completed	21 May 2015
Project Management	DSO	Completed	26 May 2015
High Performance Teams	TIM	Completed	24 Apr 2015
Emotional Intelligence	External	Completed	30 Apr 2016
Accountability	TIM	Completed	10 Jun 2016
Creativity and Innovation	ITESM	Completed	13 Jul 2017

Language Capability				
Example. English 800 points TOEIC tool				
Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments

English	80%	80%	80%
---------	-----	-----	-----

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	4
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	3
31 Jan 2016	31 Dec 2016	3
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 Medium
Impact of Loss Medium
Potential Valued
Date Entered 2017-05-12

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
Coordinator	Org Development	T.I.M.	2-3 Years	07 Jul 2015

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Supervisor	Operations, HR, Others	TIM	I want the opportunity to face challenge that brings me professional growth	09 Jan 2017

Geographic Mobility

Example. Yes.
Willing to Relocate No
Comments 2016-03-31
Date Entered

Strengths

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

Competency	Comments	Date Entered
Integrity and trust	As a member of HR, I am fully aware of the importance of being transparent in all my activities	06 Feb 2018
Interpersonal Savvy	Is empathetic in understanding the needs of others and to provide coaching to other employees.	02 May 2018

Development Needs

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

Competency	Comments	Date Entered
Customer Focus	Help my costumer to be success; clarify expectations and define commitments	06 Feb 2017
Time Management	Prioritize my time according to actions that impact to customer service	06 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
Main focus Mexican Legislation	As a EHS Supervisor is very important to know and understand the Legislation to cover the requirements.	20 Feb 2017
EHS Internal Processes	To know, understand and execute the internal processes of EHS	20 Feb 2017

General Summary **Manager View Only

Comment	Date Entered
Armandina is determined to advance her career at TIM and has the potential to acquire greater responsibilities. Throughout her years in HR, she has demonstrated leadership skills, a can-do attitude and is adept at acquiring knowledge of	08 Feb 2017

processes. .