

# Caldera Larissa

## Career File



0 Direct Reports  
2 Total Team

### Personal Information

**First Name** Caldera Larissa

**Title** 0

**Division** Bell Division

**Department** Finance &  
Facilities

**Supervisor** Mares Erick

**Location** T.I.M. - Bell  
Helicopter plant  
(BHMBU-BC777)

**City, State, Country** MEX-Mexico

**Hire Date** 2008-11-03

**Years of Service (Not 9  
to be used for benefit  
calculations)**

**Years** 51

**Gender** Female

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
05 Jul 2010		Purchasing Coordinator	SCM LA KME Bell Div TIM	Chih Chih Supply Chain/Indirect	Mex

### Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
01 Sep 2008	02 Jul 2010	Senior Buyer	TIM/Intermex	Chih Chih	Mex	Supply Chain Mgmt

### Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
20 Oct 1994	04 Jul 2002	Jr Buyer	TRW Occupant Restraints	Manuf /Autom	Chih Chih	Mex	Purchasing Indirect	Support serv/ indiv contributor
08 Sep 2003	11 Oct 2004	Buyer	Nypro	Manuf/Plastic	Chih Chih	Mex	Purchasing Indirect	Support serv/ indiv contributor
10 Nov 2004	23 Sep 2005	Customer Serv Rep	Electrocomponentes	Manuf/Harness	Chih Chih	Mex	Support Services	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
2014	Purchasing Coordinator	Bell Div/ TIM	BD (Bell design) drill reamers resharp project(colo) reduction of 30k us of material pool by sending to manufacturer to resharp them; in a 6 months period Jan-Jun 15, for the rest of the year the estimated saving amount is also 30k us
2014	Purchasing Coordinator	Bell Div/ TIM	Create & Implement TGPS System, an electronic system to source indirect purchases locally, implemented in Sep 2014 to date; to enhace placing orders efficiency, redeuce cycle time, increcase data accuracy, generate reports and other benefits obtained.
2009	Senior Buyer	Bell Div/ TIM	Active participation in transfer from MIR to TIM, follow up toolcrib and shop supplies transition
2009	Senior Buyer	Bell Div/ TIM	Involvement and implementation participation on VMI for toolcrib and shop supplies
2015	HPT Coach	Bell Div/ TIM	Participate as coach for the High Performance Teams to enable culture change
2016	Purchasing Coordinator		Obsolete relocation items within the other Textron companies of VMI Hub/Motion inventory total amount of \$77k us

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
Canada	Visit	one week	Bell Helicopter Canada	Introduction at Mirabel plant to know procedures of Indirect Procurement, Ariba process, general topics
USA	Attendant	one week every year	ICOE Textron	Visit and attend to

since 2011

Indirect Center of Excellence at Wichita KS Cessna every year since 2011 to the All Hands Meeting to review corporate Indirect Purchasing Goals and strategies as a remote member

### 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
Titulo/Bachelor	Lic en Rel Com	Mex	ITCH	Chih Chih		1986-1990

### Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
TIM EAD (HPT)	TIM	ADVISOR	
NEGOTIATION	ICOE TEXTRON		09 Jun 2015
HIGH RESPONSE TEAMS	TIM	DIPLOMA	06 Aug 2014
TEAM WORK	TIM	DIPLOMA	14 Oct 2014
SUPERVISOR SKILLS	TIM	DIPLOMA	31 Jul 2014
EMOTIONAL INTELIIGENCE	TIM	DIPLOMA	10 Jul 2014
PROJECT ADMINISTRATION	TIM	DIPLOMA	29 Aug 2014
5 STRENGHTS	ICOE TEXTRON	DIPLOMA	12 Jun 2012
COACHING	TIM	DIPLOMA	23 Apr 2015
EXCEL	TIM	DIPLOMA	17 Jul 2014
EMOTIONAL INTELIIGENCE	TIM	DIPLOMA	30 Apr 2016

### Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
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English	fluent	fluent	fluent	Native language Spanish
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Performance History		
Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	3
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
01 Jan 2015	31 Dec 2015	3
01 Jan 2016	31 Dec 2016	4

Career Aspirations				
Level	Function	Business Unit	Comments	Date Entered
SQE	SUPPLIERS DEVELOPMENT	BELL DIV TIM	Different approach with suppliers	28 Jul 2015
QUALITY SUP	QUALITY	BELL DIV TIM	Quality assure	28 Jul 2015
PRODUCTIVE BUYER	DIRECT	TEXTRON	Explore direct purchases	28 Jul 2015
FINANCE ANALYST	FINANCE	BELL DIV TIM	Cost analysis	28 Jul 2015

Geographic Mobility	
Example. Yes.	
Willing to Relocate	yes
Comments	will be great experience to share my knowledge or learn in other companies across corporation
Date Entered	2015-02-25

Strengths		
Example. Use this section to document the employee's strengths.		
Competency	Comments	Date Entered
BUILDING EFFECTIVE TEAMS	ACHIVE COMPANY GOALS	22 Jul 2015
Drive for Results	Larissa is very effective in pushing cost reduction initiatives to happen in the company	23 Jul 2015
DRIVE FOR RESULTS	Reach or exceeds results	03 May 2016

CUSTOMER FOCUS	Clientes (internal or external)	03 May 2016
BUSINESS ACUMEN	know how business work and competition	03 May 2016
PERSEVERANCE	To acomplish objectives	15 May 2017
LISTEN	Understand client expectartions	15 May 2017
Quality Desicion	Good desicions	15 May 2017

### Development Needs

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

Competency	Comments	Date Entered
DIRECTING OTHERS	TEAM WORK	22 Jul 2015
Directing others	Larissa has an area of opportunity in being a more emphatic leader and obtain results from coworkers	23 Jul 2015
HUMILITY	Maybe too perfectionist	03 May 2016
LISTEN	Interrup, cut off people	03 May 2016
CUSTOMER FOCUS	Customer needs (improve)	15 May 2017
MOTIVATE OTHERS	Inspire others	15 May 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
70 20 10 IDP	Need to work on competencies Humility & Listening. For Humility will ask for feedback, identify my own attitudes and try to change them also read a book. For Listening try to do coaching to my coworkers, identify roll models, go back to 7 habits of highly efficient people and find literature for it.	03 May 2016
Customer Focus & Motivate others	Improve customer satisfaction and inspire others	15 May 2017