

# Valdez Wilbert

## Career File



0 Direct Reports  
20 Total Team

Personal Information

First Name

Valdez Wilbert

Title

Ingeniero Industrial

Division

Bell Division

Deparment

CI & Tech. Support

Supervisor

Murguia Sergio

Location

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

City, State, Country

MEX-Mexico

Hire Date

2014-07-30

Years of Service (Not 1 to be used for benefit calculations)

Years

Gender

Male

### 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
Function					
18 Jul 2014		Manufacturing Engineer		Chihuahua, Chihuahua	Mexico improve and update the manufacturing sequencece of Bell 525
13 Jul 2015		Industrial Engineer	Helicopters	Chihuahua, Chihuahua	Mexico Continous improvement
08 Jun 2011	14 Apr 2014	Industrial Engineer	Aerospace - Beechcraft	Chihuahua, Chihuahua	Mexico Calculate the

standard  
times in  
assembly  
and sheet  
metal  
process.  
Flow  
material,  
flow process,  
layou

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
------------	----------	-------	--------------	------------------	-------------	---------	----------	--------------

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	Song 5s	Bell Helicopter/Textron International Mexico	One of the aspects that I recognized was my creativity when implementing a project, for example the implementation of the song 5s in the company.
2014	Layout change in item 958/429	Bell Helicopter/Textron International Mexico	At the time of my joining the company, I made a project of a change in layout to improve material flow, increase spaces in the area and reduce times and movements of the operators.

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
USA	Manufacturing helicopters		Bell Helicopter Amarillo, texas	Working in manufacturing process of Bell 525 prototype.

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					
Industrial Engineer		Mexico	Universidad La Salle	Chihuahua, Chihuahua	09 Dec 2011

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Emotional Intelligence		Close	14 May 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%			
Spanish				Native

Performance History

Start Date	End Date	Rating
01/Jan/2014	31/Dec/2014	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  
Probability of Loss  
Impact of Loss  
Potential  
Date Entered

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
-------	----------	---------------	-----------	--------------

## Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Plant Manager	Manage and operate a production company. as well as manage my dependents	Aerospace	My goal is to be a plant manager and share all my professional experience and personally. Direct people towards the same goal and lead the company to success.	17 May 2016

## Geographic Mobility

Example. Yes.

Willing to Relocate YES  
Comments I am available to change location.  
Date Entered 2016-05-16

## Strengths

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

Competency	Comments	Date Entered
Creativity	I have been recognized my level of creativity to design and implement projects	17 May 2016
Interpersonal understanding	One of the skills that I have with people is the interpersonal understanding, since I have the ease	17 May 2016

## Development Needs

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

Competency	Comments	Date Entered
Time Management	I need to be more organized with my time deliveries. I will organize my activities based on priorities respecting the times that I have for each of them.	17 May 2016
Inform others	Good practice to communicate with my colleagues any decision, suggestions and ideas you have about any project or situation that is being presented at that time.	17 May 2016
Inform others	At meetings we have, taketh leadership to expose all the information that is in my	17 May 2016

hands regarding processes, improvements and implement projects that I want to share ideas and show my work.

### 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
Time Management	Bringing the good practice of a format for personal use (Agenda) work plan with earrings, giving priority to activities with delivery date. Sergio Morales learn from good practice his personal agenda, noting the activities undertaken with priority and impact. Identify people who have the same habit as mine to make recommendation on the use of a personal agenda and as I see that improvements should and can do in my daily work as a professional and as a person.	17 May 2016
Inform others	Share with my colleagues all the necessary information, whether any change, any implementation, improvement ideas, suggestions using electronics, personal way through together to get everyone involved. Take the good practice of Omar de la Cruz when downloading information and share it with the rest of our colleagues and people in charge. I will put more attention on activities and information that is important that I share, and that lack of communication we had problems when executing some ac	17 May 2016

### General Summary \*\*Manager View Only

Comment	Date Entered
---------	--------------