Llanes Elena

Career File

0 Direct Reports
26 Total Team

Personal Information

First Name Llanes Elena
Title
Division Bell Division
Deparment IBP & PE
Supervisor Peralta Armando
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2013-10-18
Years of Service (Not to be used for benefit calculations) 2 Years
Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
Christian Robles	Ready 1 - 3 years	ME Engineer	
Emmanuel Avila	Ready 1 - 3 years	ME Engineer	

Current Nominations

Role	Readiness	Incumbent(s)	Last Modified

Textron Job History

Start Date Function	End Date	Title	Business Unit	City, State	Country
18 Oct 2013	30 May 2014	Engineering Manufacturing Engineer		Chihuahua, Chih.	Mexico
02 Jun 2014		Mexico Transitions Team	Supplier Engineer	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

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
10 Jan 2011	20 May 2011	Engineering	Cessna Mexico	Wire Bundles	Chihuahua, Chih.	Mexico	Manufacturing Engineer	Individual Contributor
23 May 2011	03 Feb 2012	Engineering	Cessna Mexico	Wire Bundles	Chihuahua, Chih.	Mexico	Manufacturing Engineer	Individual Contributor
06 Feb 2012	03 Jun 2013	Engineering	Cessna Mexico	Composite Corvalis TTx	Chihuahua, Chih.	Mexico	Manufacturing Engineer	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
2015	Supplier Engineer	Bell Mexico	Improved the cycle time of response by creating at TIM the required documentation, clarifications and corrections needed on the system, from parts being transitioned to Mexican suppliers.
2015	Supplier Engineer	Bell Mexico	Lead the project for keel beam improvements; these improvements represent savings for 14,935 dollars only with 2016 PO's.
2015	Supplier Engineer	Bell Mexico	Supported the transitions of over 100 parts with an avg. on FPY of 94% to Mexican suppliers without impact production the line.
2015	Supplier Engineer	Bell Mexico	Lead the review of parts to be transitioned to detect improvements & issues with the current supplier.
2015	Supplier Engineer	Bell Mexico	Be the link between the supplier and TIM to solve 206 webs issue, one of the top offenders on sub assemblies' area.
2015	Supplier Engineer	Bell Mexico	Improved the ranking of our Mexican suppliers base, by giving the support on time and effectively.

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

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

Degree	Major	Country	School	Location	Graduation Date
Electronics Engineer - Mechatronics		Mexico	Instituto Tecnologico de Chihuahua	Chihuahua, Chih.	01 Jun 2011

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Lean Green Belt Trainning	Lean Consultin Group	Completed	21 Jun 2014
Project Management	Index	Completed	29 Aug 2014
GD&T	BHT	Completed	26 Mar 2015
SPA Trainning	BHT	Completed	01 Aug 2014
FARO Measurement Training	FARO	Completed	27 Nov 2015

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native	Native	Native	
English	Fluent	Fluent	Fluent	

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 Green

Probability of Loss Medium

Impact of Loss	Medium
Potential	Valuable
Date Entered	2016-04-29

Level	Function	Business Unit	Timeframe	Date Entered
Supplier Engineer	Project Lead	TIM	Ready 1-3 years	29 Apr 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Engineer	Supplier Engineer		Support International Transitions	06 May 2016
Lead	Project Lead		Be responsible and able to use my engineering experience to lead a transition.	06 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate	Yes
Comments	2016-05-06
Date Entered	

Strengths

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

Competency	Comments	Date Entered
Listening	From the 360 Survey, is the competency rated as highest.	06 May 2016
Self Development	From the 360 Survey, is the second competency rated as highest.	06 May 2016

Development Needs

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

Competency	Comments	Date Entered
Interpersonal Savvy	From the 360 Survey, is the competency	06 May 2016

rated as lower.

Development Plan

Focus	Description	Date Entered
Interpersonal Savvy	Learn from mentors and tutors. Be open and non-defensive; solicit and accept feedback. Learn from ineffective behavior. Distance yourself from your feelings, and explore why the ineffective behavior did not work. Read the book Te gift	06 May 2016
Listening	Study the behavior of other people. Determine what behaviors are effective and ineffective, and incorporate what you can I do on my own behavior. Distance myself from my feelings, and explore why the ineffective behavior did not work. Learn from remote models. Read a book or an article about someone, and observe what he or she does or does not do well.	06 May 2016

General Summary **Manager View Only

Comment	Date Entered
Elena is the Mexico's Strategic transition team counterpart at TIM obtaining excellent feedback from her direct stakeholders has been received, this year she has been able to influence directly and positively our process by intervening with international transitions efforts, she has to continue applying gained knowledge to improve TIM's operations.	29 Apr 2016