

LUIS ALFREDO MARTINEZ DE LA TORRE

Career File



0 Direct Reports
15 Total Team

Personal Information

First Name LUIS ALFREDO
MARTINEZ DE
LA TORRE
Title IT Coordinator
Division Bell Division
Department Human
Resources
Supervisor NANCY
VERONICA
MANRIQUEZ
RAMIREZ
Location T.I.M. - Bell
Helicopter plant
(BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2011-06-24
**Years of Service (Not 3
to be used for benefit
calculations)**
Years 32
Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Julio Nunez	1-3 Years	IT Technician	

Current Nominations

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

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country	Function
24 Jun 2011		IT	Textron International Mexico	Chihuahua, Chih.	Mexico	IT Coordinator

Early Textron Job History not Reflected in Textron Job History Above

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

Unit

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
24 Jan 2006	23 Jun 2011	IT	Veyance Technologies Chihuahua PTP	Automotive	Chihuahua, Mexico Chih.		IT Administrator	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
2006	Developer	Veyance Technologies Chihuahua PTP	System developed in Visual Fox 6.0 which helps considerably to the administration of the predictive, preventive and corrective maintenance of the machinery that in this company is in use. Likewise this system is of great help to calculate the monetary impact on the basis of dead times of the above mentioned machinery.
2006-2011	IT Administrator	Veyance Technologies Chihuahua PTP	<ul style="list-style-type: none"> • Perform labors of technical support, installation, configuration and maintenance to computers, laptops, ink & label (zebra) printers, plotters, scanners, etc. Also I performed help desk labors reducing considerably the time of response of requests to users. • A typical tasks of an IT Department like it is the utilization, configuration and maintenance of file

			<p>and lotus notes servers, users creation and manage. Configure routers and/or switches, configure and manage phone extensions (Avaya), phone reports with Intertel, basic use of SAP (for support purposes), Lotus Notes configuration and administration, Server Backups configuration and manage with Backup Exec, wireless configuration and manage. • I deployed 2 systems programmed in Visual Basic .NET 2010 linked to SAP extracting and showing information related to production goals and current production.</p>
2004-2005	IT support	Instituto Mexicano del Seguro Social	<ul style="list-style-type: none"> • I collaborated in the creation of two interactive manuals, one for the web page of the institution, and other one for learning statistics. Based on Macromedia Flash 5 • I designed and developed a system based on MS Visual Basic 6, with which improved enough the stay of the patients who enter to the institution. The system takes a clinical record of the patient, as well as of the doctors who have attended to it, times of stay and medicines, services and / or operations realized to the same one. Throwing statistics that allow taking decisions to improve the service and stay of the

patients. • I was in charge of maintenance and repair of the department computers.

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	CAMS training		Bell Hellicopter Canada	Training to support CAMS from the IT perspective
United States of America	CAMS training		Bell Hellicopter	Training to support CAMS from the IT perspective

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
Computer Technician		Mexico	CBTis No. 122	Chihuahua, Chih. MX		Graduation date: 1998 - 2001. First place in the entrepreneurial program as best software developed
Licensed in Systems of Administrative Computation		Mexico	UACH - Facultad de Contaduría y Admon.	Chihuahua, Chih. MX	01 Mar 2006	Third best place in my generation with 9.3 points of 10

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Project Administration	DSO Corporativo	Completed	30 Aug 2014
Inteligencia Emocional	Index Chihuahua	Completed	

Equipos de respuesta rápida

Index Chihuahua

Completed

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	90	90	90	
Spanish	Native	Native	Native	

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	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

Date Entered

2015-05-15

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
			IT director/manager/superintendent or equivalent	20 Mar 2015

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments I will consider an offer to work in other
Date Entered countries.
2015-03-20

Strengths

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

Competency	Comments	Date Entered
Directs performance and gives results	Integrity and trust, value management, process management	20 Mar 2015
Inspires and develops talent	Development of collateral, other and self, creating of effective teams	20 Mar 2015
Passion for client success	Perseverance, quality desicion	20 Mar 2015

Development Needs

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

Competency	Comments	Date Entered
Business Knowledge	Lack of perspective	20 Mar 2015
Influence without limits	Learning by doing	20 Mar 2015
Prepares the future	Creativity	20 Mar 2015

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
Leadership Skills	Coaching Workshop	08 May 2015
Technical Skills	Project Management	08 May 2015

General Summary **Manager View Only

Comment	Date Entered
Overall Luis has done a good job at delivering the IT support required by IO in Chihuahua. He	08 May 2015

is working at improving his leadership skills to work more effectively with his team. The perception of his internal customers is that we need to improve the quality of the services IT provides.