

Avila Lester

Career File



0 Direct Reports
4 Total Team

Personal Information

First Name Avila Lester
Title MRB Engineer
Division Bell Division
Department MRB
Supervisor Chavez Pedro
Location T.I.M. - Bell
Helicopter plant
(BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2012-11-09
**Years of Service (Not 4
to be used for benefit
calculations)**
Years 37
Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
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Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
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Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
09 Nov 2012	28 Oct 2013	Manufacturing Engineer	Textron International de MEXico	Chihuahua, Chihuahua	Mexico Engineering, Process
29 Oct 2013		Electrical Liaison-MRB	Textron International de MEXico	Chihuahua, Chihuahua	Mexico Engineering, Liaison, MRB

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
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Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
01 Sep 2004	01 Dec 2004	Quality Engineer	BAPSA, Buenaventura Autopartes	Automotive, Electrical Harnesses	Buenaventura, Chihuahua	Mexico	Quality Engineer-Supervisor	Individual Contributor
02 Dec 2004	16 Sep 2005	NYS Engineer	BAPSA, Buenaventura Autopartes	Automotive, Electrical Harnesses	Buenaventura, Chihuahua	Mexico	Continuous Improvement, Lean Sigma	Individual Contributor
19 Sep 2005	20 Jul 2007	Quality Process Administrator and Industrial Engineer	Jidosha de Chihuahua SA de CV	Automotive Services, Spare Parts Selling, Automobile Sale	Chihuahua, Chihuahua	Mexico	Quality Process Management and Industrial Engineering	Individual Contributor
23 Jul 2007	30 Jul 2010	Process Engineer	Labinal de Chihuahua (Safran Group)	Electrical Wiring, Aerospace	Chihuahua, Chihuahua	Mexico	Process, Continuous Improvement, Product, Configuration Engineering	Individual Contributor
02 Aug 2010	08 Nov 2012	Calibration - Wire Prep Engineer	Labinal de Chihuahua (Safran Group)	Electrical Wiring, Aerospace	Chihuahua, Chihuahua	Mexico	Process, Continuous Improvement, Product, Configuration Engineering, Inventories, Cycle counts, Audi	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
2005	NYS Engineer	BAPSA, Buenaventura Autopartes	Participation in Model Line improvements, Balanced production implementation(Toyota), Kanban implementation, Reduction of defects
2005-2007	Quality Process Administrator and Industrial Engineer	Jidosha de Chihuahua SA de CV	- Improvement of (Customer satisfaction Index) from 8.7 to 9.2 - First half of Warehouse Certification completed - Gender Equity Certification achieved
2007-2010	Process Engineer	Labinal de Chihuahua (Safran Group)	- Internal Green Belt Certified: Rise of capacity on production rate and space saving - Improvement and keeping of efficiency for several assemblies on Airbus germany program - Cells implementation in airbus Germany program
2010-2012	Calibration - Wire Prep Engineer	Labinal de Chihuahua (Safran Group)	- Reisnteing tools implementation in support with France technical department in all Airbus A380 programs - Specification establishment for new Engineering wire prep module system in coordination with other labinal plants - Reduction of inventory Adjustments by the implementation of cycle counts and its

			method
2015	Liaison-Electrical MRB	Textron International Mexico	Certified MRB with restriction No. 5
2015	Liaison-Electrical MRB	Textron International Mexico	Savings about 6K with electrical panels modification
2013	Manufacturing Engineer	Textron International Mexico	Transition of EPI, first phase completion: 40% of plannings elaboration
2013	Manufacturing Engineer	Textron International Mexico	Enovia Clean Up: VS 429 all parts completed and support to other VS and structural part numbers

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	Transition	0.333	Bell Helicopter Canada (BHTCL)	Participation in transition for 412 EPI first harnesses
Canada	Training	2.5	Bell Helicopter Canada (BHTCL)	Two years and a half of training in the subject Electrical MRB-Liaison, direct on the application field

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					
Graduate	Industrial Engineering in Manufacturing	Mexico	Instituto Tecnologico de Chihuahua II	Chihuahua, Chihuahua	01 Jul 2003 Score 9.1

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Projects Management	External	Completed	01 Jul 2015
EWIS and FAA requirements	Kansas University	Completed	15 Apr 2016
Creativity	Textron International	Completed	15 Jul 2016

Mexico

Electrical-Liaison
MRB

BHTCL-TIM

Certified with
restriction No. 5

15 Apr 2016

Accountability

Textron International
Mexico

Completed

17 Jun 2016

Emotional
Intelligence

Textron International
Mexico

Completed

13 May 2016

GD&T

Textron International
Mexico

Completed

14 Mar 2015

Language Capability

Example. English 800 points TOEIC tool

Language

**Speaking
Proficiency**

**Reading
Proficiency**

Writing Proficiency

Comments

Spanish

Native

Native

Native

English

Medium-Upper

Medium Upper

Medium Upper

Harmon Hall Method
completed

Performance History

Start Date

End Date

Rating

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 low

Impact of Loss Medium

Potential Valued

Date Entered 2016-05-18

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

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
 Comments Open to relocate temporary
 Date Entered 2016-02-18

Strengths

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

Competency	Comments	Date Entered
Inform to others	Based in the way of the training method for MRB Certification, all progress and reparations impleme	17 May 2016
Bussines Knowledge	The need to get closer to the certification led me to know a good part of the bussines and processes	17 May 2016

Development Needs

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

Competency	Comments	Date Entered
Customer Focus	Dispositions for electrical MRB are not fast as for Airframe, however support to production is one of the objectives for 2016	17 May 2016
Self-knowledge	In the path to get more skills, expertise to fullfill production expectations	17 May 2016
Perseverance	To meet the Electrical MRB Certification in time	17 May 2016

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
Perseverance	To show the necessary activities to meet the goals for personal evaluation by the end of the year. Benchmarking with a perseverant partner, to find some courses or books related to subject	17 May 2016

General Summary ****Manager View Only**

Comment	Date Entered
Lester is valuable resource as electrical liaison MRB.	