

Torres Cristina

Career File



0 Direct Reports

5 Total Team

Personal Information

First Name Torres Cristina

Title 3

Division Bell Division

Department Human

Resources

Supervisor Manriquez Nancy

Location T.I.M. - Bell

Helicopter plant

(BHMBU-BC777)

City, State, Country MEX-Mexico

Hire Date 2013-03-11

Years of Service (Not 3

to be used for benefit

calculations)

Years 41

Gender Female

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
13 Mar 2013		Tech Training Coordinator	Textron International Mexico	Chihuahua, Chih. Human Resources	Mexico

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
		Training Engineer	Hawker Beechcraft	Aerospace manufacturing	Chihuahua, Chih.	Mexico	Quality	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	Training Coordinator	Textron International	Coordination of the in house training transference process from Cenaltec to TIM. This project was intended to implement the Basic Structural Training Program directly with TIM resources (Instructors, equipment, installations, procedures).
2015	Tech Training Coordinator	Textron International Mexico	Successfully transitioned Special Processes from Process Owner (Engineering, QC) to Tech Training Department.
2015	Tech Training Coordinator	Textron International Mexico	Optimization of Structural Training Program for new hires which resulted in a reduction from 12 to 10 weeks.
2015	Tech Training Coordinator	Textron International Mexico	Implementation of J-STD-001E requirements for Soldering operations in the Electrical Area.
2015	Tech Training Coordinator	Textron International Mexico	Implementation of Pre-Certification Process (Validation of the first 5 assemblies before assign a certification to the employee).

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
United States	Process transference.	6 months	ITT	

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		México	Instituto Tecnológico de Parral	Parral, Chih.	20 Apr 1998	

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Crucial Conversations	Textron University - Karen Nelson	Completed	01 May 2015
Basic Coaching	LTS Consulting	Completed	01 Jul 2015

Techniques

Project Management DSO

Completed

01 Sep 2015

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%	95%	90%	

Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	4
01/Jan/2014	31/Dec/2014	3
01 Jan 2015	31 Dec 2015	3

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Management	Training Department	Human Resources	Keep up my personal and professional development in order to be able to reach this position	20 Mar 2015

Geographic Mobility

Example. Yes.

Willing to Relocate No
Comments None
Date Entered 2016-03-20

Strengths

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

Competency	Comments	Date Entered
Building Effective Teams		31 Mar 2016
Self development		31 Mar 2016

Development Needs

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

Competency	Comments	Date Entered
Business Acumen	Needs to better understand how the business operates and link to the training strategy.	31 Mar 2016
Humility	Needs to be open to other's perspectives and points of view.	31 Mar 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
Managerial Courage	1. Contribute to the development of our Interns by implementing a Training Program geared at improving their interpersonal skills. 2. Participate in at least 3 coaching sessions with Pedro Chavez. 3. Dale Carnegie Class on Effective Communication, human relations and attitude.	31 Mar 2016
Business Acumen	1. Develop plan to better understand the metrics and project of the Operations Areas. 2. Coaching sessions with Adolfo Viramontes, Isabel Arias & Igor Garcia. 3. Read articles as recommended by my coaches.	31 Mar 2016