

Nadia Cristina Romo Aguirre

Career File



0 Direct Reports

43 Total Team

Personal Information

First Name Nadia Cristina
Romo Aguirre

Title Manufacturing
Engineer

Division Bell Division

Department Engineering

Supervisor Igor Garcia Velez

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

City, State, Country MEX-Mexico

Hire Date 2014-02-24

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

Years 31

Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
------	-----------	---------------	------------------------

Javier Aranda	Ready Now	Manufacturing Engineer	
---------------	-----------	------------------------	--

Current Nominations

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

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country	Function
17 Jan 2014		Manufacturing Engineer	Structural	Chihuahua, Chihuahua	Mexico	Responsible of item 942 on 429 model as a structural manufacturing engineer.

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
03 Nov 2014	27 Feb 2015	Hot Bond Process	Special Process	Chihuahua, Chihuahua	Mexico	Responsible of hot bond process at TIM

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
17 Jan 2011	17 Jan 2014	Manufacturing Engineer	Hawker Beechcraft	Aero Structures	Chihuahua, Chihuahua	Mexico	Manufacturing Engineer, manufacturing process and planning process.	Transference of new work station and new production part numbers. Run first articles. Support to sho
10 May 2010	22 Dec 2010	Manufacturing Engineer	TRW Steering Wheel	Automotive	Chihuahua, Chihuahua	Mexico	Manufacturing Engineer. Manufacturing process.	Transference on new work station. Support to shop floor. PFMEASs monitoring and updating. Process fl
06 May 2008	07 May 2010	Planning and developing Coordinator	ESJ Steel Joist	Steel Joist	Aldama, Chihuahua	Mexico	Improvement and best methods	Development Model to ESJ. Implementation participation ISO 9001:2000, 5 S´s methodology implementati
03 Dec 2007	02 May 2008	Manufacturing Department (School internship)	Honeywell Aerospace	Engine Parts Fabrication (Airplanes)	Chihuahua, Chihuahua	Mexico	School intership	New work station transference. Document Control (manufacturing instruction, procedures). Profit dep
08 Jan	31 Jul 2007	Quality	Corporation	Marine and	Chihuahua,	Mexico	School	Implementation

2007	Department ITT (School internship)	Leisure	Chihuahua	Internship	of ISO 9001:2000. Document Control (manufacturing instruction, set up, writing desk,
------	---------------------------------------	---------	-----------	------------	--

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	DPA Reduction	Textron, Bell Helicopter	Incorporatd repetitive condition decrease 22% of the documents (NCRs) generated in 2015. Repetitive condition were identifed, analyzed and presented. Once it was approved were incorporated and feflected as a normal process.
2015	Process Improvement	Textron, Bell Helicopter	Improves on process sequence, sketches, reducing defects related to planning interpretation. Creation of new tools for process improvement and defects reduction.
2014	DPA Reduction	Textron, Bell Helicopter	Reduction of DPA (Defects per aircraft) at least in a 20%. Finding the best solution to correct defects caused by design process issues. (Root cause analysis)
2014	Reduction of spend time of special process	Textron, Bell Helicopter	Reduction in at least 3 hours per aircraft on spend time in special process (cadmium plate). Improvement reflected on 2014

			was 45 hours less at the end of the year. Improvement for 2015 will be reflect 204 hours less at the end of the year
2014	Cicle Time reduction	Textron, Bell Helicopter	Participating as a leader to reduce cycle time from hot bond process (special process on item 942). The accomplish goal: cycle time reduction from 46 hrs to 27 hrs. 58% time improvement.
2013	Defects Reduction	Beechcraft	Reduction of Defects in at least 20% on manual cell area
2013	Production Increased	Beechcraft	Production increased in at least 30%. Analyzing process capabilities as process conversions, tools substitution to transfer at Mexico's facility

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 Engineer	4 months	Hawker Beechcraft	Transference of new work station from Wichita to Chihuahua, Mexico facilities. Data validation and engeniering process

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	Quality and Productivity	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua	13 Mar 2007	

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
CATIA	Textron, Bell Helicopter	Completed	26 Jun 2015
Project Management	Index	Completed	22 Aug 2014
Lean Manufacturing	Index	Completed	17 May 2014
GD&T	Textron, Bell Helicopter	Completed	08 Mar 2014

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish				Native
English	80%	70%	70%	

Performance History

Start Date	End Date	Rating
01/Jan/2014	31/Dec/2014	4

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 Yes
Date Entered 2015-05-26

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
Technical Supervision	Engineering	COE	1-3 Years	17 Jul 2015

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
	Manufacturing Engineer	429	Improve my knowlege related with Aircraft structures.	20 Mar 2015
	Manufacturing Engineer	429	Have a training program to reach a leader position realed with engineering projects	20 Mar 2015
	Manufacturing Engineer	429	Improve my knowledge on bussiness administration and lean-six sigma topics to develop best projects with high impact at the organization.	20 Mar 2015

Geographic Mobility

Example. Yes.

Willing to Relocate No
Comments Willing to travel by short periods
Date Entered 2015-03-20

Strengths

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

Competency	Comments	Date Entered
Perseverance		20 Mar 2015
Creativity		20 Mar 2015
Team Work		20 Mar 2015
Dealing with ambiguity	Good skills to identify opportunities and implement solutions.	26 May 2015

Development Needs

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

Competency	Comments	Date Entered
Develop direct reports and others	Share knowledge and good practices with all VS tactical teams.	26 May 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
Develop direct reports and others	Design a formal education and training plan focus on methodology for HPT (10%).	26 May 2015
Develop direct reports and others	Complete the Coaching program (internal) to doing by learning to how influence others (20%).	26 May 2015
Develop direct reports and others	Assign project to lead lessons learned and highlights and share with all VS tactical teams based on	26 May 2015

General Summary **Manager View Only

Comment	Date Entered
Nadia has demonstrated full engagement and compromise at her role by going beyond on finding process improvement opportunities, needs to work on influence other skills to get prepared for future supervision roles	17 Jul 2015