

Garza Raul

Career File



0 Direct Reports
4 Total Team

Personal Information

First Name Garza Raul
Title Front Line Leader
Division Bell Division
Department 407 Structural & Electrical
Supervisor Viramontes Adolfo
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2013-04-01
Years of Service (Not 3 to be used for benefit calculations)
Years
Gender Male

Successors

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

Manuel Olivas		Front Line Leader	
---------------	--	-------------------	--

Current Nominations

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

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
01 Apr 2013	06 May 2016	Front Line Leader	407	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
------------	----------	-------	---------------	-------------	---------	----------

Non - Textron Job History								
Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
01 Mar 2007	01 Sep 2008	Transfer Engineer	Visteon	Automotive Industry	Chihuahua, Chihuahua	Mexico	Product's Transference	
18 Nov 2008	29 Mar 2013	Production Supervisor / Process Engineer	SOFI de Chihuahua SA de CV	Medical	Chihuahua, Chihuahua	Mexico		

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
• July 2006-October 2008	Transfer Engineer / Manufacturing Engineer	Visteon	• Transference of 3 products (Accomplishment 100%). • Management of 100 people. • Launching of weekend shifts.
• November 2008 – April 2013	Production supervisor / Process Engineer	SOFI de Chihuahua S.A. de C.V.	• Launching of shifts (including special shifts). • I kept the rotation of personnel under 1.8 % within the 2012. • I kept my group under .83 % of absence within the 2012. • I help to achieve positive financial variance for mi area (800 K usd in the 2012). • I increased the daily production from 1800 to 2200 pcs using lean manufacturing. • I´ve participated in audits to obtain re- certifications (ISO 9001, ISO 14001 y OSHAS 18001).
April 2013 – May 2016	Front Line Leader	TIM	• No recordable incidents within 2013,2014 & 2015. • Zero hrs of backlog programs under my charge. • 20 % of improvement of efficiency within 2014. • Reduction of 30% of defects per unit within 2014 • Implementation of High Performance Equipments • Proyect COLO (Cost out lead out) financial save (169 K usd in the 2014). • Zero Backlog Item 930/429 middle year review. • Reduction from 15 to 4 DPAs on Item 930/429 middle year review. 15 % of improvement of efficiency middle 2015 review.

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

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		Mexico	Instituto Tecnológico de Chihuahua	Chihuahua, Chihuahua	31 Jul 2006

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Intern Audit AS9100	QSS Consulting		04 Oct 2014
Manager Abilities development			20 Nov 2014
Crucial Conversations	Bell Helicopter / Karen Nelson		21 May 2015
Emotional Intelligence	NA		30 Apr 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%	90%	80%	N/A

Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
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 Low
Impact of Loss High
Potential Valued
Date Entered 2016-05-17

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
Management	Operations Manager	407	3-5 years	17 May 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Operations Manager	Manage a unit business to achieve the IO Goals	Operations	N/A	06 May 2016

Geographic Mobility

Example. Yes.

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

Strengths

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

Competency	Comments	Date Entered
Perseverance	Raul is a selfdirect person that is guide by setting goals and guide the team to achieve it.	01 Jul 2015
Vision for business	Raul has a strong focus in all the metrics that TIM manage like Safety, Quality, Delivery, Cost and	01 Jul 2015
Proccess Managment	Manage the process, the system and resources of Item 30	27 Mar 2015
Leadership	Raul is the leader of the tactical team and He has an assertive communication	17 May 2016
Process Management	Direct the performance and results	17 May 2016

Development Needs

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

Competency	Comments	Date Entered
------------	----------	--------------

People Development	There is a big opportunity to take the Group Leaders to a higher level regarding self-direction, problem	27 Mar 2015
Listening	Raul has a strong leadership but needs to encourage the team to participate more	27 Mar 2015
Inspire and develop talent	Raul has to develop the talent around him and have a specific plan to achieve it	17 May 2016
Self-Development	Increase the knowledge in leadership techniques.	06 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
Listening	Take a roll of facilitator in Daily Production Gemba Walks and encourage the participation to all the operative and tactical team in every discussion	01 Jul 2015
People Development & Listening	Received coaching sessions every two weeks with Operations Manager	01 Jul 2015
People Development	Take Business Acumen training to teach and involve his team Take Lean Manufacturing Training Take Excel Lessons to improve his skills in projections and calculations	01 Jul 2015
Leadership	Coaching certification	17 May 2016

General Summary **Manager View Only

Comment	Date Entered
Raul has been proving He is a key player for the organization, however He has to keep improving his leadership skills through the coaching certification and accountability culture	17 May 2016
Raul is a strong team player who has a valuable experience in Lights and 429 Products, and showed his technical knowledge and	23 Jul 2015

communications skills to lead the teams to achieve the results required by the business, as well as he participated in CAMS implementation project at TIM to make a successful change in the system, and is an example of discipline and leadership

