

Daher Jorge

Career File



0 Direct Reports
10 Total Team

Personal Information

First Name Daher Jorge
Title Ing. de Aseg de
Calidad de Pro
Division Bell Division
Department Quality
Supervisor Castro Edmundo
Location T.I.M. - Bell
Helicopter plant
(BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2009-08-28
**Years of Service (Not 6
to be used for benefit
calculations)**
Years 36
Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Aaron Mendoza	1-3 Years	QA Eng.	0
Homero Diaz	Ready Now	QA Eng.	1

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
Function					
01 Jun 2015		SQA Engineer	Bell Division	Chihuahua, Chihuahua	Mexico Quality

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
12 Jan	31 May	QA	Bell	Chihuahua,	Mexico	Quality

2015	2015	Engineer	Division	Chihuahua		
26 Aug 2013	09 Jan 2015	VS Leader	Bell Division	Chihuahua, Mexico	Manufacturing	Chihuahua
01 Aug 2011	23 Aug 2013	QA MRB	Bell Division	Chihuahua, Mexico	Quality	Chihuahua
28 Aug 2009	31 Jul 2011	QC Specialist	Bell Division	Chihuahua, Mexico	Quality	Chihuahua

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
03 Apr 2006	09 Apr 2009	Supplier Quality Engineer	Emerson Process Management	Manufacturing	Chihuahua, Chihuahua	Mexico	Quality	Supervise Individual Contributors
20 Jun 2005	31 Mar 2006	Buyer	Emerson Process Management	Manufacturing	Chihuahua, Chihuahua	Mexico	Supply Chain Management	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
2015	SQA Engineer	Textron International Mexico	Obtained SQA approval stamp in only 8 weeks. First Mexican SQA to obtain without traveling to USA.
2015	SQA Engineer	Textron International Mexico	Implemented high performance teams all over TIM, 21 teams total. Participated as part of the design team to support this new work culture.
2014	Value Stream Leader	Textron International Mexico	Obtained strategic executive coaching certification (100 hours). Used the knowledge to empower my peers and direct reports. 7 coachees in total.
2013	Value Stream Leader	Textron International Mexico	Promoted to VS Leader of the 412 VS. Major achievements was the reduction of scrap, backlog hours, overtime & first aids. Key role as BRL for BSM R4 & R5
2011	QA MRB	Textron International Mexico	Obtained MRB/SR Delegation. First Mexican employee to obtain delegation, helped on the road of TIM to be self sufficient.
2009	SQE	Emerson Process Management	Implementation of Quality Module of Oracle. Changed the method of registration from manual to interplant computerized way. Won President's Award, similar to Chairman Award.

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	Managed business process outside home country	4	Emerson Process Management	Visited different suppliers (20 aprox.) In the United States while working in Emerson Process Management both as a Buyer and a SQE.
United States	Student outside home country	1	Nazareth Area High School	Exchange student, studied senior year of High School.

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					
Master (Int'l equivalent - min 1 year)	Mathematics	Mexico	Universidad Autonoma de Chihuahua	Chihuahua	Studied 2 semesters of Master in Statistics. Truncated
Bachelor (Int'l equivalent - min 4 years)	Industrial Engineering	Mexico	Universidad La Salle	Chihuahua	Top of the Class. Minor Quality

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
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Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native	Native	Native	
English	Fluent	Fluent	Fluent	TOEFL 603, TOEIC 895. English teacher for 7 years
French	Good	Fluent	Fluent	Studied the complete

Italian	Basic	Basic	Basic	14 modules in the UACH.
				Self Study

Performance History

Start Date	End Date	Rating

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	Not Promotable		
	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
Manager	Supply Chain	Bell	1-3 Years	17 May 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Director or equivalent	Quality	Bell Division	Global Source/Outsourcing	16 May 2016
Director or equivalent	Information Technology	Bell Division	Manage all system changes implementations, ex. BSM	16 May 2016

Geographic Mobility

Example. Yes.				
	Willing to Relocate	yes		
	Comments	I would be interested in moving to USA or Canada		
	Date Entered	2016-05-16		

Strengths

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

Competency	Comments	Date Entered
Integrity and Trust	Jorge is a direct, truthful person who can admit when he has made a mistake	16 May 2016
Ethics and Values	He looks to reward the right values and disapproves of others; practices what he preaches.	16 May 2016
Action Oriented	Person to person direct communication and open to change	16 May 2016
Technical Learning	Jorge is a quick learner, product and process technical knowledge	16 May 2016

Development Needs

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

Competency	Comments	Date Entered
Peer Relationships	Continue to Improve Communication with peers and direct reports	16 May 2016
Delegation	He needs to learn & allow direct reports to finish their work, share responsibility & accountability	16 May 2016
Developing Direct Reports and Others	Motivate and help others to grow	16 May 2016
Humility	Use every crucial conversation to improve.	16 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
Current Job	Increase knowledge following up the Crucial Conversations training and taking Influencer training.	16 May 2016
Current Job	Use the tools of the coaching certification to create a working environment between departments	16 May 2016
Future Jobs	Develop people & continuously drive results in his area. He can take advantage of Lean manufacturing	16 May 2016

General Summary **Manager View Only

Comment	Date Entered
Jorge is a very good SQE, his opportunity	17 May 2016

are is on
interpersonal skills.

