

Torres Cristina

Career File



0 Direct Reports
5 Total Team

Personal Information

First Name Torres Cristina

Title Coordinador de
Etto.Técnico

Division Bell Division

Department Recursos
Humanos

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 5
to be used for benefit
calculations)**

Years 43

Gender Female

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
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).
2016	Tech Training Coordinator	Textron International Mexico	Implementation of Competency Development Program for Engineering Interns.
2017	Tech Training Coordinator	Textron International Mexico	Deployment of Induction Process for Employees in New Assemblies in coordination with FLL's as core tool focused on Safety and Quality issues prevention.
2017	Tech Training Coordinator	Textron International Mexico	I obtained a grade as Change Processes Facilitator with Neuro-linguistic Programming. Personally, I'm really exited of this accomplishment since it's my first step in the new direction I want to take in my career.
2017	Tech Training Coordinator	Textron International Mexico	At the end of 2016 I attended the go live training for QuEST 2020 obtaining the opportunity to work and collaborate closely in our Change Culture Process by

delivering this training to TIM employees and work with the QuEST 2020 and Culture Change Team along 2017.

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	
U.S.A.	Bell Helicopter Tech Training Face to Face meetings	2	Bell Helicopter	I have had the opportunity to attend the Tech Training face to face meetings among the different Bell sites, and has been a great experience to me because it give me an overview os the systems and procedures used at other sites.
U.S.A		2 month total	Bell Helicopter	I have had the opportunity to attend 3 face to face meeting with the Corporative Tech Training Team in order to align the TIM Tech Training objectives with other facilities initiatives and objectives. At the end of 2016 attended the go live training for QuEST 2020 obtaining the opportunity to work and collaborate closely in our Change Culture Process by delivering this training to TIM employees and work with the QuEST 2020 and Culture Change Team.

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
Change Processes Facilitator		México	Escuela Superior de PNL	Guadalajara, Jal.	23 Nov 2017 Really happy and exited for this accomplishment!

Textron Leadership Development			
Course Name	Institution Name	Status	Date Completed
Crucial Conversations	Textron University - Karen Nelson	Completed	01 May 2015
Basic Coaching Techniques	LTS Consulting	Completed	01 Jul 2015
Project Management	DSO	Completed	01 Sep 2015
Emotional Intelligence		Completed	30 Aug 2016
Creativity	ITESM	Completed	25 Jul 2016
Programación Neurolingüística	Aracely Viezcas	Completed	27 May 2017
Herramientas para la Solución de Problemas	DSO	Completed	14 Oct 2017

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
02 Jan 2017	20 Dec 2017	3

04 Jan 2016	31 Dec 2016	3
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

Date Entered

2016-04-29

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
Individual Contributor	Human Resources	Textron International Mexico	1-2 Years	15 Apr 2016

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
Coordination	Organizational Development	Human Resources	I want to learn and get involved in OD processes in order to expand my professional scope in the training and development areas, I believe that understanding aand managing the main OD functions and processes my professional profile will be more solid.	14 Feb 2017
Instructor & Master Coach	Neurolinguistic Programming	Self Employment	At the time I continue my learning efforts to meet the Competency Requirements for my position as Tech Training Coordinator	21 Feb 2018

at TIM, I'm really committed with another personal and professional goal as getting an Instructor & Master Coach degree with NLP in order to help people to increase their consciousness and quality life level.

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
Process Management	I'm continuously focused on goal achievement and I'm confident that as long as me and my team	02 Mar 2017
Help others to be successful	My team and myself are really committed to help others to be successful by providing effective	21 Feb 2018

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
Strategic Agility	I need to be ahead on time of our customer needs in order to provide the service they need at the moment they need it.	02 Mar 2017
We value ourselves	I need to practice empathy and give	21 Feb 2018

myself the opportunity to experience closely and understand others point of view.

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
Process Management enhancement and Strategic Agility development.	I strongly believe we need to get focused in our strengths rather than in our weaknesses that's why I decided to work to potentiate one of my strengths (Process management) and on the other hand to work on one of my weakest competencies to take it at least to an intermediate level (Strategic Agility).	02 Mar 2017
We value ourselves	To develop and demonstrate empathy regarding my partners activities, projects and results.	21 Feb 2018
SPC Tools deployment	To collaborate in monitoring and control activities deployment for critical processes and operations at electrical area.	21 Feb 2018

General Summary **Manager View Only

Comment	Date Entered
Cristina has worked closely with her team of trainers to improve the quality of the service that is provided to Operations. She has done a nice job at stabilizing her processes. In terms	31 Mar 2016

of behaviors, she needs to focus on working on her humillity as a way to be more effective as a leader.

