

Medina Guadalupe

Career File



0 Direct Reports
5 Total Team

Personal Information

First Name Medina
Guadalupe
Title Planner
Division Bell Division
Department PC&L
Supervisor Garcia Igor
Location T.I.M. - Bell
Helicopter plant
(BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2013-03-28
**Years of Service (Not 5
to be used for benefit
calculations)**
Years 34
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
28 Mar 2013	18 Nov 2014	Production		Chihuahua, Chihuahua	Mexico Production Supervisor

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
18 Nov 2014		PC&L		Chihuahua, Chihuahua	Mexico	Planner / Buyer

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
18 Aug 2006	16 Oct 2007	SMT area	Altec	Electronic boards assembly	Chihuahua	Mexico	Production Supervisor	Supervise individual contributors
18 Oct 2007	23 Mar 2009	Production	Zodiac seats US	Aerospace Industry	Chihuahua, Chihuahua	Mexico	Production Coordinator	Supervise individual contributors
23 Mar 2009	18 Jan 2010	Production	Zodiac seats US	Aerospace Industry	Chihuahua, Chihuahua	Mexico	Production Manager	Manage supervisors
18 Jan 2010	30 Aug 2010	Production control	Zodiac seats US	Aerospace Industry	Chihuahua, Chihuahua	Mexico	Production control manager	Manage supervisors
30 Aug 2010	29 Aug 2011	Materials	Zodiac seats US	Aerospace Industry	Chihuahua, Chihuahua	Mexico	Materials manager	Manage supervisors
29 Aug 2011	24 Oct 2012	Production	Zodiac seats US	Aerospace Industry	Chihuahua, Chihuahua	Mexico	Production superintendent	Manage supervisors

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	IBP Planner	Textron International Mexico	Improvement on Haz Material procurement process
2015	Planner	Textron International Mexico	Buy Acetone, MEK and isopropyl alcohol with local suppliers
2016	Planner	Textron International Mexico	Start up of Haz mat VMI with HAAS, working along with the HAAS personnel for the transition
2016	Planner	Textron International Mexico	Director of the winning team of the TIM \"Living above the line challenge\"
2016	Planner	Textron International Mexico	Director of the Living above the line team which represented TIM at the XX State forum of teamwork, awarded for the most original Idea
2016	Planner	Textron International Mexico	Implementation of Accountability at TIM
2017	Planner	Textron International Mexico	Participant of the first edition of TIM Excellence Awards
2017	Planner	Textron International Mexico	Participant in the XXI teamwork state forum as part of the team fusion
2017	Planner	Textron International Mexico	Member of the transitions team for items 952V and 962V
2017	Planner	Te	11 PN's transferred from MIR to Hass
2017	Planner	Textron International	Improve Chemical software adding Paints

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
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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
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Comments

Industrial Engineer	Quality and productivity	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua	14 Mar 2006
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Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
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Emotional Intelligence	External	Completed	13 May 2016
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Innovation and Creativity	External	Completed	08 Jul 2016
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Master Planning Of Resources	APICS	Completed	17 Jun 2016
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Accountability Culture	Internal	Completed	19 Feb 2016
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Neuro-Linguistic Programming	Extrnal	Completed	13 May 2017
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Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
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English	80%	95%	80%	
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Spanish	Native	Native	Native	
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French	40%	80%	80%	
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Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	4
01/Jan/2014	31/Dec/2014	3
01 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 Medium
Impact of Loss Medium
Potential Promotable
Date Entered 2018-05-31

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
Team leader	PC&L / Production	TIM	Ready now	31 May 2018
Manager	PC&L	TIM	3-5 years	31 May 2018

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Transfer leader	Create a guide to control activities during transfers	TIM	Establish correct process which will include all the departments (Production, PC&L, IE, QE, ME) involved in the transfer and assign roles and responsibilities	20 Mar 2015

Geographic Mobility

Example. Yes.

Willing to Relocate No
Comments 2018-05-31
Date Entered

Strengths

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

Competency	Comments	Date Entered
Influence accross boundaries	Good interaction accross functional teams	31 May 2018
Accountability	Take responsibility and demand service	31 May 2018
Promote Change	Looking to understand other areas functions to improve process	31 May 2018

Development Needs

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

Competency	Comments	Date Entered
Engineering Changes cross training	Cross trainnig with EC's coordinator	31 May 2018
Key PC&L leader roles and responsibilities training	Trainnig on key duties for PC&L leader	31 May 2018

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
Engineering Changes cross training	Cross training with EC's coordinator and practice coordinating a current change.	31 May 2018
Key PC&L leader roles and responsibilities training	Training on key duties for PC&L leader and work on deep understanding of demand administration and Master Schedule Tool.	31 May 2018

General Summary **Manager View Only

Comment	Date Entered
Desarrollo temprano de COLO, participación en el TIM Excelente Awards, aprendió nuevos procesos como los son cambios de ingeniería y las proyecciones de MPS, apporto al CBS con Intermex, mantuvo en control el	31 May 2018

surtido de químicos,
debe continuar
trabajando en el
aprendizaje de las
transacciones y de
estabilizar la
programación de
Electrica con lo que
se administra en VMI
y lo que se corre en
el plan de
producción, tomar
decisiones rápidas
en base análisis de
demanda.