

Avila Emmanuel

Career File



0 Direct Reports
10 Total Team

Personal Information

First Name Avila Emmanuel

Title Ingeniero de
Manufactura

Division Bell Division

Department PE & CI

Supervisor Murguia Sergio

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

City, State, Country MEX-Mexico

Hire Date 2013-05-31

**Years of Service (Not 5
to be used for benefit
calculations)**

Years 35

Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
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Diana Chaparro	Ready now	ME Engineer	
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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
31 May 2013		Production Manufacturing Engineer		Chihuahua	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
01 Jan 2007	01 Feb 2010	Design Department	Labinal	Aerospace	Chihuahua	Mexico	Design Engineer	Supervise Individual Contributors
01 Feb 2011	30 May 2013	Design Department	Tightco	Aerospace	Chihuahua	Mexico	Product Engineer	Supervise Individual Contributors

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	Worksheets	TIM	Project COLO to reduce the move rate and the also the process time on all the item. \$8,350.85 dollars per year reduced with this project.
2015	POKA-YOKE TO BAGGAGE PANEL DRILLED	TIM	WITH THIS POKA-YOKE WE REDUCED THE DRILL OPERATION FROM 3 HRS TO 15 MIN.
2016	FARO training	TIM	FARO training to validate our assemblies again the 3-D models and drawings to have a better analysis and more information to solve problems.
2017	DITMCO	TIM	DITMCO training to know about the program language.
2017	Tools for solve problems	TIM	Training in tools for solve problems to be more efficient in the defect analysis and root cause.
2017	COLO Paint Shop	TIM	Improvements on Paint shop to save \$7846.00 USD.

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
Canada	Tranference of item 930-407 model.	1	TIM	

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					
Engineer	Electromechanical Engineer specialized in Advanced Manufacturing	Mexico	Instituto Tecnologico de Chihuahua	Tecnológico Av. #2909	21 Mar 2007

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
FARO training	FARO	DONE	22 Apr 2016
Cross Training (Supplier Engineer)	TIM	In process	30 Dec 2016
DITMCO	TIM	DONE	28 Apr 2017
Solve problems training	TIM	Done	29 Sep 2017

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%	80%	80%	

Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	3
01 Jan 2015	31 Dec 2015	4

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 High
Potential Promotable
Date Entered 2018-06-27

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
Area leader	PE Leader	TIM	Ready Now	29 Apr 2016
Promotable	FLL	TIM	Ready Now	27 Jun 2018

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
1	Manufacturing Engineer	CNC Router implementation on TIM	Implement the process to create a flat patterns in sheet metal on TIM to create tools, poka-yokes or new parts, through CNC router.	31 Dec 2015

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments American VISA validated
Date Entered 2016-05-12

Strengths

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

Competency	Comments	Date Entered
PASSION FOR CUSTOMER SUCCESS	Customer focus, Hear, Troubleshooting, Quality Decision, Perseverance	01 Jan 2016
DIRECTED PERFORMANCE AND GIVE RESULTS	Integrity and Trust, Administration value, Results Management, Process management, Time management	01 Jan 2016
Customer Focus	Is dedicated to meeting the expectations and requirements of internal and external customers; gets f	29 Dec 2017
Informing	Provides the information people need to know to do their jobs and to feel good about being a member	29 Dec 2017
Help others to succeed	Excellent team leader, takes roles from other functions and departments and always are ready to help	27 Jun 2018

Development Needs

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

Competency	Comments	Date Entered
INSPIRE AND DEVELOP TALENT		01 Jan 2015
INFLUENCE WITHOUT LIMITS		01 Jan 2015
Management Vision and Purpose	Having a clear vision and a clear strategy for the actions of the operating team.	01 Jan 2016
Self development	Identify areas of opportunity in personal development, strengths and areas for improvement.	01 Jan 2016
Leadership	Need develop skill to manage teams and lead projects	27 Jun 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
Accountability	Achieve cultural adoption of Accountability, through the promotion and development of Oz methodology was attached to our values ??to obtain results and reach of our organizational objectives.	01 Jan 2016
Coaching	Learning through other.	01 Jan 2016
Leadership	Cross training and opportunity to take roles from different areas	27 Jun 2018

General Summary **Manager View Only

Comment	Date Entered
Emmanuel needs continue to develop leader skill to be ready and take different responsibilities. Recently, he took the roles as a FLL with good results.	27 Jun 2018
Emmanuel has gained process knowledge maturity that has been translated in to focused to detail customer support, he needs to grow his	29 Apr 2016

team leadership skills
to facilitate process
improvement
introduction.

