

# Portillo Anel

## Career File



**0** Direct Reports  
**2** Total Team

### Personal Information

**First Name** Portillo Anel  
**Title**

**Division** Bell Division

**Department** Finance

**Supervisor** Mares Erick

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

**City, State, Country** MEX-Mexico

**Hire Date** 0000-00-00

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

**Years**

**Gender** Female

### Successors

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

### Current Nominations

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

### Textron Job History

| Start Date  | End Date                                    | Title    | Business Unit | City, State     | Country |
|-------------|---------------------------------------------|----------|---------------|-----------------|---------|
| 02 Mar 2009 | Financial Coordinator / Executive Assistant | Finanzas | TIM           | 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 |
|-------------|-------------|----------------|---------------|------------------|---------|----------|
| 02 Mar 2009 | 18 May 2016 | Accountant Sr. | TIM           | Chihuahua, Chih. | México  | Finance  |

Non - Textron Job History

| Start Date  | End Date    | Title          | Company Name                | Type of Business | City, State     | Country | Function                   | Type of Role                      |
|-------------|-------------|----------------|-----------------------------|------------------|-----------------|---------|----------------------------|-----------------------------------|
| 03 Jul 2006 | 09 Jan 2009 | Administrativo | Victory Packaging de Mexico | Service          | Chihuahua, Chih | Mexico  | Administrative Coordinator | 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 | Accountant Sr | Textron International Mexico | Implementation, verification and consolidation of all information COLO projects submitted by each employee. Achieving maximum control for verification and documentation of actual savings of each project. |

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                |       |         |                                   |           |                 |
| Business Administration |       | Mexico  | Universidad Autonoma de Chihuahua | Chihuahua | 01 Aug 2001     |

Textron Leadership Development

| Course Name                 | Institution Name | Status    | Date Completed |
|-----------------------------|------------------|-----------|----------------|
| Equipos de respuesta Rapida | INDEX            | Completed | 06 Aug 2014    |
| Emotional Intelligence      | External         | Completed | 13 May 2016    |

Language Capability

Example. English 800 points TOEIC tool

| Language | Speaking Proficiency | Reading Proficiency | Writing Proficiency | Comments                                            |
|----------|----------------------|---------------------|---------------------|-----------------------------------------------------|
| English  | 75%                  | 75%                 | 75%                 | School at Michigan USA, English as a second laguage |

Performance History

| Start Date  | End Date    | Rating |
|-------------|-------------|--------|
| 01/Jan/2013 | 31/Dec/2013 | 3      |
| 01/Jan/2014 | 31/Dec/2014 | 3      |
| 01 Jan 2016 | 31 Dec 2016 | 3      |

Talent Assessment \*\*Manager View Only

Data in this section is displayed on the Succession Org Chart.

Strategic Fit Yes  
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 |
|-------|----------|---------------|-----------|--------------|
|-------|----------|---------------|-----------|--------------|

Career Aspirations

| Level          | Function | Business Unit | Comments                             | Date Entered |
|----------------|----------|---------------|--------------------------------------|--------------|
| Administrative | Buyer    | TIM           | Knowledge of another area of finance |              |

Geographic Mobility

Example. Yes.

Willing to Relocate Yes  
Comments 2016-05-17  
Date Entered

### Strengths

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

| Competency          | Comments                                                                                             | Date Entered |
|---------------------|------------------------------------------------------------------------------------------------------|--------------|
| Integrity and trust | Confidentiality, transparency and control are the key to be able to perform my role effectively, dem | 17 May 2016  |
| Time management     | Information and results prepared on time for more effective communication and accuracy of all data   | 17 May 2016  |

### Development Needs

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

| Competency         | Comments                                                                                       | Date Entered |
|--------------------|------------------------------------------------------------------------------------------------|--------------|
| Managerial Courage | Anel needs to develop greater resilience and be firm at all levels. Avoid being condescending. | 17 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 |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| Creativity  | Help me to improve and optimize existing processes. Analysis of some current process that can improve and optimize. Book Mangers Pocket guide to creativity (Alexander Hiam)             | 17 May 2016  |
| Perspective | Know more about financial issues and improve existing aspects in my area. Assistance to the INDEX Finance Committee. One on one sessions with Erick focused on innovation of my processe | 17 May 2016  |

### General Summary \*\*Manager View Only

| Comment                                                                                         | Date Entered |
|-------------------------------------------------------------------------------------------------|--------------|
| Anel has been working for the last few months to develop their capacity for financial analysis. | 17 May 2016  |

