

Cano Jorge

Career File



0 Direct Reports
24 Total Team

Personal Information

First Name

Cano Jorge

Title

Ingeniero de Manufactura

Division

Bell Division

Department

IBP & PE

Supervisor

Peralta Armando

Location

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

City, State, Country

MEX-Mexico

Hire Date

2012-07-20

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

3

Years

27

Gender

Male

Successors

Name	Readiness	Current Title	# of other nominations
Diana Chaparro	Ready Now	ME Engineer	

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					
02 Jan 2012	20 Jul 2012	IE Intern	Bell Helicopter, Textron International Mexico	Chihuahua, Chih. Work balance project VS 429 (items 958,944,942,930)	Mexico
20 Jul 2012	09 Nov 2012	IE Clerk	Bell Helicopter, Textron International Mexico	Chihuahua, Chih. Design, maintain and manage TIM metrics	Mexico

12 Nov 2012	05 Dec 2014	Jr. Manufacturing Engineer	Bell Helicopter, Textron International Mexico	Chihuahua, Chih. 429 prod. line support, zone captain in BSM R4, Eng. Change Coordinator	Mexico
08 Dec 2014		Manufacturing Engineer II	Bell Helicopter, Textron International Mexico	Chihuahua, Chih. Eng. Change Coordinator, BSM R4.5 Eng. Power User, Configuration leader	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
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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	Manufacturing Engineer II	Bell Helicopter Textron International Mexico	Deconfiguration leader (Engineering Dept.) focusing and meeting a target of 61 P/N from 4 Major Assy. coordinating all the activities from January 2015 until present. Objective: to be prepared for Eng. Change C47E.
2015	Manufacturing Engineer II	Bell Helicopter Textron International Mexico	Serialization process leader for deconfigured parts (61 P/N) during one month, creating 100% traceability in an aircraft.
2015	Manufacturing Engineer II	Bell Helicopter Textron International Mexico	Leader of 2 COLO projects saving \$24,132 Dlls. up to present. 1. 429-961 Rivets Removal from vendor (TDP requested) \$15,213. 2. 412 Electrical bonding rework \$8,918. Searching for new projects to implement and save money.
2015	Manufacturing	Bell Helicopter	Coordinator of 29 engineering changes

	Engineer II	Textron International Mexico	from Jan 2015 until present, focusing on implementation on time, quality, productivity and cost reduction
2016	Eng. Change Coordinator	Bell Helicopter TIM	DITMCO Transition coordination to ensure lean process and autonomy for Mexico's process. Improving initial schedule with 3 aircraft tested ahead of plan.
2016	Eng. Change Coordinator	Bell Helicopter TIM	EC C47E coordination accomplished on 407 program with the first A/C 54805 with 82 part numbers affected.
2016	Eng. Change Coordinator	Bell Helicopter TIM	COLO project with savings of \$46,196 USDlls to avoid Baggage Bay Liners rework of 32 hrs per A/C.
2016	Eng. Change Coordinator	Bell Helicopter TIM	Develop our people in Engineering Changes using cross training methodology to allow functional flexibility. Current hours trained: 6 hrs.

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
Mirabel, Canada	System Training	6 months	Bell Helicopter Textron International Mexico	I have been trained on R4 CAMS system as power user to be able to train and engage engineering personnel at TIM.
Mirabel, Canada	Integrated Product Team	6 months	Bell Helicopter Textron International Mexico	To learn new product introduction process and establish contact of key points.

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					
BS	Electromechanical Engineer	Mexico	Instituto Tecnológico	Chihuahua, Chih.	16 Jan 2012
Master	Engineering Administration	Mexico	Universidad la Salle de Chihuahua	Chihuahua, Chih.	17 Aug 2017 Current progress: 70%

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Analytical Troubleshooting	Grupo Dextro	Completed	17 Dec 2012
Ergonomics	Atlas Copco Mexicana	Completed	08 Nov 2012
Lean Manufacturing, Kaizen & Lean Trainin Simulation (20Hrs)	Lean Consulting Group	Completed	21 Jun 2014
Project Management (16Hrs)	Index	Completed	22 Aug 2014
GD&T (8 Hrs)	TIM	Completed	19 Oct 2013
Management Skills Diplomat	Universidad La Salle de Chihuahua	Completed	06 Nov 2015
Emotional Intelligence (14Hrs)	Independent	Completed	30 Apr 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	As native language	As native language	As native language	
English	85%	85%	85%	

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	3
01/Jan/2013	31/Dec/2013	4
01/Jan/2014	31/Dec/2014	4
05 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 Medium
Potential Promotable

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

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Management	Project Leader	Bell Helicopter	Seeking to grow within Bell Helicopter world wide, I would like to be considered for future promotions based on my skills, knowledge, strengths and career highlights.	19 Jun 2015
Team Leader	PE Leader	Bell Helicopter TIM	Seeking to find a personal satisfaction using the example as leadership tool.	

Geographic Mobility

Example. Yes.

Willing to Relocate YES with 2 month notice in advance
 Comments Looking for new challenges inside Textron to
 Date Entered grow up on my personal and professional
 environment.
 2015-03-20

Strengths

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

Competency	Comments	Date Entered
Pursuit of Excellence	Based on Enneagram survey for TIM Coaching program	20 Mar 2015
Restorative	Based on StrengthsFinder survey by Gallup.	20 Mar 2015
Self-Assurance	Taking decisions	20 Mar 2015
Unlimited influences	Listening, Perseverance, Customer	24 Mar 2015

Focus

Objective Oriented	I've always very focus with my personal and labor goals.	20 Mar 2015
Learner	Based on StrengthsFinder survey by Gallup. I have the ability to learn faster that the average perso	20 Mar 2015

Development Needs

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

Competency	Comments	Date Entered
Conflict Management	Learn how to deal w/day to day conflicts and reach a good interpersonal relations and success in res	20 Mar 2015
MRP cross training	Increase my MRP skills to be able to plan properly every new project	30 Mar 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
Conflict Management	To use EC coordination role in order to administrate resources creating trust within the team.	17 Jul 2015
Cross Funtional Training	Maximize my knowledge from MRP department to be more efficient and empathic with my team.	30 Mar 2016
Coaching Program	Currently working with my third coach taking advantage of my strengths and minimizing my weakness.	30 Mar 2016

General Summary **Manager View Only

Comment	Date Entered
Jorge has developed engineering changes coordination influencing MIR and Fort Worth engineering teams for EC's introduction process improvement, he needs to work on building team networking and self motivation	29 Apr 2016

