

Norberto del Castillo Armendariz

Career File



0 Direct Reports

15 Total Team

Personal Information

First Name Norberto del
Castillo

Armendariz

Title SQE II

Division Bell Division

Department Quality

Supervisor Edmundo Castro
Rivera

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

City, State, Country MEX-Mexico

Hire Date 2013-09-20

**Years of Service (Not 1
to be used for benefit
calculations)**

Years 53

Gender Male

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 |
|------------|----------|-------|---------------|-------------|---------|
| Function | | | | | |

Early Textron Job History not Reflected in Textron Job History Above

| Start Date | End Date | Title | Business Unit | City, State | Country | Function |
|------------|----------|-------|---------------|-------------|---------|----------|
|------------|----------|-------|---------------|-------------|---------|----------|

Non - Textron Job History

| Start Date | End Date | Title | Company Name | Type of Business | City, State | Country | Function | Type of Role |
|------------|----------|-------|--------------|------------------|-------------|---------|----------|--------------|
|------------|----------|-------|--------------|------------------|-------------|---------|----------|--------------|

| | | | | | | | | |
|-------------|-------------|--------------------------------------|--|----------------------------|------------------|--------|------------------------------|----------------|
| 03 May 2010 | 13 Sep 2013 | SQA Sr. Eng | General Cable (Prestolite) | Harness Automobile Ind. | Nogales Sonora | Mexico | Supplier Quality Development | SQA Supervisor |
| 14 Nov 2008 | 30 Apr 2010 | Asignature Teacher | (UTECH) Universidad Tecnoligica de Chihuahua | University | Chihuahua,Chih. | Mexico | Asignature Teacher | Teacher |
| 30 Jun 2000 | 31 Jul 2008 | SQA Sr. Eng. | Visteon of Mexico | Automobile Electronic Ind. | Chihuahua,Chih | Mexico | Supplier Quality Development | Supervisor |
| 19 Sep 1994 | 23 Jun 2000 | Mfg. Specialist & Production Eng. Sr | Visteon of Mexico | Automobile Electronic Ind. | Chihuahua,Chih | Mexico | Manufacturing Supervisor | Supervisor |
| 13 May 1991 | 16 Sep 1994 | Quality Liaison Eng. | Ford Motor Co. | Automobile Assembly Plant | Detroit Michigan | USA | Boddy & Assembly Process | Quality Eng. |
| 17 Aug 1984 | 22 Aug 1986 | Sr.Production Line | Zenith Co. | TV Electronic Appliance | Chihuahua,Chih | Mexico | Production & Manufacturing | Production Sr. |
| 25 Aug 1986 | 16 Sep 1991 | Electronic Eng. Sup. | Ford Motor Co. | Automobile Electronic Div. | Chihuahua,Chih | Mexico | Engineering | Eng. Sup. |

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 |
|------------|---|-----------------------------|---|
| 1994-06-30 | Quality Liaison Eng | Ford Mo.Co.Plant Detroit MI | Support all Activities as a Quality Liaison and Customer Service Engineering at Ford Mo. Co. Assembly Plant at Wixom MI. (USA).Major tasks were to Assure,review & support launch programs of Premium Products Implementation |
| 1996-04-30 | Electronic Process Eng. Unit Supervisor | Ford Motor Co | Engineering Change Leader and area Coordinator for key Strategies & actions focused on saving cost of 230K us Dls.thru the implementation of new CD Mechanism. |

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 |
|---------|----------------------|---------------------|-----------------------------|---|
| USA | Liaison Quality Eng. | 3 Years | Ford Mo. Co. Assembly Plant | Acting as a Quality and Customer Service Eng. |

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

Electrical & Electronic Industrial Engineering

Instituto Tecnológico Chihuahua

Chihuahua, Chih30 Jun 1983 Mex.

Textron Leadership Development

| Course Name | Institution Name | Status | Date Completed |
|-------------|------------------|--------|----------------|
|-------------|------------------|--------|----------------|

Language Capability

Example. English 800 points TOEIC tool

| Language | Speaking Proficiency | Reading Proficiency | Writing Proficiency | Comments |
|----------|----------------------|---------------------|---------------------|----------|
| English | 90% | 95% | 90% | None |
| Spanish | 100% | 100% | 100% | None |

Performance History

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

Talent Assessment **Manager View Only

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

Strategic Fit

Probability of Loss

Impact of Loss

Potential

Date Entered

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 |
|---------|----------|----------------------|--|--------------|
| Manager | SQA | Line Assembly at TIM | Implement & Develop a Supplier Quality Leader Position to Support TIM's Activities of Transition Suppliers | 31 Dec 2015 |

| | | | | |
|-----------|-----------------------------|----------------|---|-------------|
| Sr.Leader | Transistion Projects Sr. | Final Assembly | to Mexico. Support BHTI Facilities under Quality Liaison Position of Transition products | 31 Dec 2016 |
|-----------|-----------------------------|----------------|---|-------------|

Geographic Mobility

Example. Yes.

| | |
|---------------------|--|
| Willing to Relocate | Yes,USA/Canada/Mexico |
| Comments | A position with transition or transferring |
| Date Entered | program as preferred 0000-00-00 |

Strengths

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

| Competency | Comments | Date Entered |
|---------------|--|--------------|
| Communication | Perfect tool to facilitate and open a negotiation to any level | 01 Aug 1994 |
| Analytic | Experience adquired into the Engineering & Quality areas help me to understand the issues easily | 30 Jun 2008 |

Development Needs

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

| Competency | Comments | Date Entered |
|----------------|---|--------------|
| Administration | Obtain and implement this tool that allow me to be more efficiently | 31 Dec 2015 |

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 |
|-------|-------------|--------------|
| | | |

General Summary **Manager View Only

| Comment | Date Entered |
|---------|--------------|
| | |

