

Ramirez Ivan

Career File



4 Direct Reports
5 Total Team

Personal Information

First Name Ramirez Ivan
Title Production Control Leader
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 2012-01-20
Years of Service (Not to be used for benefit calculations) 6
Years 33
Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Agueda Jurado	Ready now	Planner	

Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
LAC Planning Manager	Ready Now		05/29/2015
PCL & MM Manager	Ready Now	Igor Garcia	Jan-8-2018

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
05 Aug 2013		Materials	Bell Division	Chihuahua, Chihuahua	Mexico PC&L Supervisor
02 Jan 2012	05 Aug 2013	Materials	Bell Division	Chihuahua, Chihuahua	Mexico Material Planner

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
04 Oct 2010	02 Jan 2012	Materials	Labinal SAFRAN GROUP	Aerospace	Chihuahua, Chihuahua	Mexico	Master Scheduler	Individual Contributors
06 Oct 2008	04 Oct 2010		Labinal SAFRAN GROUP	Aerospace	Chihuahua, Chihuahua	Mexico	Production Control	Supervise Individual Contributors
05 Jun 2006	06 Oct 2008		Delphi	Automotive	Parral, Chihuahua	Mexico	Planner	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	IBP Leader	Textron International of Mexico	Inventory level reduction better than target (23% from JOP)achievement 28M. Launched Integrated Built to Schedule control tool (based on Mix and Volume). Drop shipment receiving FULL transactional functionality (Mex. & Int. Vendors. Gained ownership of TIM-MRP parameters control, definition and adjustment. Wire kitting operations transferred to Wesco Chihuahua facility (wire cut & mark).
2016	IBP Leader	Textron International of Mexico	Design and implemented the BTS integrated 3.0. Implemented LT measurement. Reduction in obsolescence from \$600K to \$400K. Material availability performance in 99%. Design and implemented Unconfigured schedule program in 407 production lines. Balance work for Item 963, 962 and 952 Production lines. To keep flexibility and work balance in production schedule plan for Electrical and subs work centers. Chemicals software implementation at TIM. Adjust Min Max location with new demand. Reduction of \$300K for Indirect material cost,

2017	IBP Leader	Textron International Mexico	Secure Material Coverage 505 Program Ram up, 412 EPI PLus and AFT & NOSE Structural Item, Achieving 100% On Time Delivery on these Programs.
------	------------	------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------

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					
Master Degree	Business Administration in quality and productivity	Mexico	Tec Milenio University	Chihuahua, Chihuahua	30 Jul 2012 My tesis was related to line balance for the Item 963 (TurnOver) in Textron International of Mexico
Diploma Green Belt	Other	Mexico	Bell Helicopter	Chihuahua	04 Mar 2013
Diploma	Other	Mexico	APICS Chapter Chihuahua	Chihuahua Supply Chain Managment	02 May 2011
Bachelor of Engineering	Industrial Engineering in Quality and Productivity	Mexico	Instituto Tecnologico de Parral	Parral, Chihuahua	05 Jun 2006 I graduated with Honorable mention

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Bell Safety Management System	Bell Helicopter	Complete	24 Mar 2015
Coaching	Index Chihuahua	Complete	23 Apr 2015
7 Conversations for Exceptional Leaders	Bell Helicopter	Complete	18 May 2015
APICS 1st Module	Chihuahua Chapter	complete	16 Dec 2016

Accountability	Textron International of Mexico	complete	29 Apr 2016
Emotional Intelligence	Textron International of Mexico	complete	31 May 2016
APICS 2nd Module	Chihuahua Chapter	complete	30 Jun 2016
Coaching Certification	REENCUADRE	complete	16 Jan 2017

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	85 %	85 %	85 %	Study at Ingles Individual School
Spanish	Native	Native	Native	

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	4
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	3
01 Jan 2017	31 Dec 2017	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 2017-05-12

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 Manager	PCL & MM	TIM	1-2 years	12 May 2017
Area Leader	CI	TIM	Ready Now	12 May 2017
Area Leader	PE	TIM	Ready Now	12 May 2017

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Material Manager	Supply Chain Managment	Bell Division	I'd like to be involved on business strategic decisions related with	16 Mar 2015
Value Stream Manager	Administration	Bell Division	Looking for a value stream management responsibility	16 Mar 2015

Geographic Mobility

Example. Yes.

Willing to Relocate	Yes
Comments	I am willing to relocating with my family
Date Entered	2018-01-12

Strengths

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

Competency	Comments	Date Entered
Perspective	Challenges the status quo and creatively identifies opportunities and improvement	31 Mar 2017
Organizational agility	Assume and take intelligent risks. It recognizes the srtategic opportunities for changing consecuanc	31 Mar 2017
Process Management	Great ability to manage tasks and processes responsible quicly and reliably, making the best use of	31 Mar 2017

Development Needs

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

Competency	Comments	Date Entered
Motivate Others	has difficulty coaching their team	12 May 2017
Developing direct reports & Others	To be more focus on provides challenging and stretching tasks and assignments; constructs compelling development plans and executes them; pushes direct reports to accept developmental moves	12 May 2017

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
Developing direct reports & Others	Develop SAP training modules for the team. To impart to the team experiences on the powerful beliefs of TIM. Allocate new workloads to the team to challenge them and develop new skills.	31 Mar 2017
Motivate Others	Provide Coaching to the team and be part of the Coaching Program at TIM, Also to achieve the Team\\\'s engagement on 505 & AIDC Transition	31 Mar 2017

General Summary **Manager View Only

Comment	Date Entered
Ivan continues to show very good team management at IBP, he has demonstrated he is a key pivot for inventory management, he needs to take next step to gain team synergy to face this challenging 2017 maintaining his team focused energized and motivated.	12 May 2017