

De la Riva Zoraya

Career File



0 Direct Reports
2 Total Team

Personal Information

First Name De la Riva
Zoraya

Title Ingeniero
Industrial

Division Bell Division

Department

Supervisor Murguia Sergio

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

City, State, Country MEX-Mexico

Hire Date 2014-01-10

**Years of Service (Not 4
to be used for benefit
calculations)**

Years

Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
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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
10 Jan 2014	20 Jul 2015	Engineering	Textron International mexico	Chihuahua, Chihuahua	Mexico Manufacturing Engineer
21 Jul 2018		Engineering	Textron International Mexico	Chihuahua, Chihuahua	Mexico Industrial Engineer

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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21 Jun 2013	20 Dec 2013	Engineering Textron International Mexico	Chihuahua, Mexico	Manufacturing Engineer Intern
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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	Industrial Engineer	Textron International Mexico	Kaizen SMED at electrical test area. Performed an easier way to visualize each reference in order to improve the process. Creation of bag with identifications based on colors and images located on each connection of the patch cable (tool used for test the harness). With this improvement reduce the time of use of the machine in a 20%.
2016	Industrial Engineer	Textron International Mexico	Implementation of red cards at subassemblies area. These cards allows to the production worker know how un how many hours has to built the assembly and expose why they are not reach it.
2016	Industrial Engineer	Textron International Mexico	Creation and implementation of standard time sheet for electrical area; with this sheet we are able to verify the standard times for new harnesses or by process on assemblies already transfer at TIM
2016	Industrial Engineer	Textron International Mexico	Kanban implementation for jigs at subassemblies area. the jigs were inside the facility with a space used of 1 356 square feet. with this improvement, we will free this space inside the facility
2016	Industrial Engineer	Textron International Mexico	Implementation of electrical area at warehouse. the material was placed on racks inside the shop floor waiting to me built, as a result an accumulation of material and excess of racks. with this improvement, we avoid incomplete kits and a better material flow. also, free space at electrical area and a better use of racks already installed on the warehouse

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
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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					
High School Degree	Mechatronic Techican	Mexico	CBTIS 122	Chihuahua, Chihuahua	20 Jun 2008
Bachelor Degree	Industrial Engineering	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua, Chihuahua	21 Mar 2014

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Lean Manufacturing		Completed	21 Jun 2014
Internal Auditories AS9100 Rev C		Completed	04 Oct 2014
Projects Management		Completed	
Quick response Manufacturing		Completed	
GD&T		Completed	15 Nov 2014
TDP´s		Completed	04 Apr 2014
Value Stream Mapping	Lean Consulting Group	Completed	26 Apr 2016
Emotional Intelligence	External	Completed	20 May 2016
Innovation and Creativity	External	completed	15 Jul 2016
Accountability Culture	Internal	Completed	19 Feb 2016
Internal Auditories AS9100 Rev D		Completed	24 Aug 2017
SPC		Completed	25 Jan 2018
MSA		Completed	22 Mar 2018

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	100	100	100	Native Language
English	Intermediate	Intermediate	Intermediate	Center of language Integra

Performance History

Start Date	End Date	Rating
01/Jan/2014	31/Dec/2014	3
01 Jan 2017	31 Dec 2017	3
01 Feb 2016	31 Dec 2016	3
05 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 Low
Impact of Loss High
Potential Valued
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
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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Leadership	Continuous Improvement Coordinator	Continuous Improvement	Manage all the aspects of the continuous improvement from the facility and be able to share our practices from one facility to	03 Mar 2016

another within the
same company

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments For the right opportunity I am definitely willing
Date Entered to relocate at any time
2018-02-22

Strengths

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

Competency	Comments	Date Entered
Integrity	Integrity is doing the right thing, knowing that nobody's going to know whether you did it or not.	20 Mar 2015
Customer Focus	Customer focus involves that all aspects of the company to put the customers satisfaction first	20 Mar 2015

Development Needs

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

Competency	Comments	Date Entered
Time Management	Be able to manage my time and achieve the objectives of the company(WIGS)	20 Mar 2015
Management by Results	Learn how my results are contributing to my organization's mission and goals	20 Mar 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
Drive for Results	Within 10 months, improve my interpersonal skills to take a broader view of a challenge; Be able to pose future scenarios and solve problems of elements and projects in the future. 70% Learning by doing.	12 May 2017

General Summary **Manager View Only

Comment	Date Entered
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