

# Mendias Janeth

## Career File



**0** Direct Reports  
**10** Total Team

### Personal Information

**First Name** Mendias Janeth  
**Title** Coordinador  
FOD  
**Division** Bell Division  
**Department** Quality  
**Supervisor** Castro Edmundo  
**Location** T.I.M. - Bell  
Helicopter plant  
(BHMBU-BC777)  
**City, State, Country** MEX-Mexico  
**Hire Date** 2012-05-18  
**Years of Service (Not 3  
to be used for benefit  
calculations)**  
**Years** 25  
**Gender** Female

### Successors

Name	Readiness	Current Title	# of other nominations
Leticia Balderrama	3-5 Years	QA Inspector	

### Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
QMS Administrator	1-3 Years	Benjamin Cantu	5/17/2016

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
18 May 2012	QA	FOD Coordinator		Chihuahua	Chihuahua

### 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
15 Oct 2008	30 Jun 2010	Intern HR /Human Resources Assistant	COFIASA	Commercial	Chihuahua	Chihuahua		Assistant / Intern

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
2012	Quality Clerk	Bell Helicopter, Chihuahua, México.Bell Helicopter, Chihuahua, México.	Implementation and standardization department Document Control (QA-TIM), inductions to new personnel, control of documents and records.

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
Bachelor Degree	Bussines Administration	Chihuahua	Universidad Autonoma de Chihuahua	Chihuahua	30 Jun 2014
Comments					

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
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Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native			

## Performance History

Start Date	End Date	Rating
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## 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	Not Promotable
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
Supervisor	Quality	Bell	1-3 Years	17 May 2016

## Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
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## Geographic Mobility

Example. Yes.

Willing to Relocate	No
Comments	0000-00-00
Date Entered	

## Strengths

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

Competency	Comments	Date Entered
Managerial Courage	Janeth is very consistent when she needs to get things done within her teams of influence.	17 May 2016
Processes Oriented	Janeth has worked to standarize tool chest and 5S's in production areas achieving a very good level	17 May 2016

### Development Needs

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

Competency	Comments	Date Entered
Influence across boundaries	Janeth needs to create a better networking with other Bell or Textron facilities.	17 May 2016
Businnes Accumen	Janeth needs to develop a better understanding of the business overall.	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
Feedback	Need to improve the skills to ask for feedback, and at the same time translate this feedback into improvement actions.	17 May 2016
Networking	Start benchmarking activities with other aerospace industries in Chihuahua and other bell facilities.	17 May 2016

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

Comment	Date Entered
Janeth is pretty new in the position and she has shown a good fit for the position, now she needs to start growing her scope.	17 May 2016