

Jorge Alberto Daher Calderon

Career File

| Personal Information | |
|-------------------------|---|
| <div></div> | First Name Jorge Alberto Daher Calderon |
| | Title Quality Engineer |
| | Division Bell Division |
| | Deparment Quality |
| | Supervisor Isabel Arias Wilches |
| | Location T.I.M. - Bell Helicopter plant (BHMBU-BC777) |
| | City, State, Country MEX-Mexico |
| | Hire Date 0000-00-00 |
| | Years of Service (Not to be used for benefit calculations) |
| | Years 35 |
| Gender Male | |
| 1 Direct Reports | |
| 22 Total Team | |

| Textron Job History | | | | | | | | |
|--|-------------|---------------|---------------|----------------------|-------------|---------------|----------|---------|
| Start Date | End Date | Title | Business Unit | City, State | Country | Function | | |
| 01 Jun 2015 | | SQA Engineer | Bell Division | Chihuahua, Chihuahua | Mexico | Quality | | |
| | | | | | | | | |
| Early Textron Job History not Reflected in Textron Job History Above | | | | | | | | |
| Start Date | End Date | Title | Business Unit | City, State | Country | Function | | |
| 12 Jan 2015 | 31 May 2015 | QA Engineer | Bell Division | Chihuahua, Chihuahua | Mexico | Quality | | |
| 26 Aug 2013 | 09 Jan 2015 | VS Leader | Bell Division | Chihuahua, Chihuahua | Mexico | Manufacturing | | |
| 01 Aug 2011 | 23 Aug 2013 | QA MRB | Bell Division | Chihuahua, Chihuahua | Mexico | Quality | | |
| 28 Aug 2009 | 31 Jul 2011 | QC Specialist | Bell Division | Chihuahua, Chihuahua | Mexico | Quality | | |
| | | | | | | | | |
| Non - Textron Job History | | | | | | | | |
| Start Date | End Date | Title | Company | Type of | City, State | Country | Function | Type of |

| | | Name | Business | | Role | | |
|-------------|-------------|---------------------------|----------------------------|---------------|-----------------------------|-------------------------|-----------------------------------|
| 03 Apr 2006 | 09 Apr 2009 | Supplier Quality Engineer | Emerson Process Management | Manufacturing | Chihuahua, Mexico Chihuahua | Quality | Supervise Individual Contributors |
| 20 Jun 2005 | 31 Mar 2006 | Buyer | Emerson Process Management | Manufacturing | Chihuahua, Mexico Chihuahua | Supply Chain Management | Individual Contributor |

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 | SQA Engineer | Textron International Mexico | Obtained SQA approval stamp in only 8 weeks. First Mexican SQA to obtain without traveling to USA. |
| 2015 | SQA Engineer | Textron International Mexico | Implemented high performance teams all over TIM, 21 teams total. Participated as part of the design team to support this new work culture. |
| 2014 | Value Stream Leader | Textron International Mexico | Obtained strategic executive coaching certification (100 hours). Used the knowledge to empower my peers and direct reports. 7 coachees in total. |
| 2013 | Value Stream Leader | Textron International Mexico | Promoted to VS Leader of the 412 VS. Major achievements was the reduction of scrap, backlog hours, overtime & first aids. Key role as BRL for BSM R4 & R5 |
| 2011 | QA MRB | Textron International Mexico | Obtained MRB/SR Delegation. First Mexican employee to obtain delegation, helped on the road of TIM to be self sufficient. |

| | | | |
|------|-----|----------------------------|--|
| 2009 | SQE | Emerson Process Management | Implementation of Quality Module of Oracle. Changed the method of registration from manual to interplant computerized way. Won President's Award, similar to Chairman Award. |
|------|-----|----------------------------|--|

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 |
|---------------|---|---------------------|----------------------------|---|
| United States | Managed business process outside home country | 4 | Emerson Process Management | Visited different suppliers (20 aprox.) In the United States while working in Emerson Process Management both as a Buyer and a SQE. |
| United States | Student outside home country | 1 | Nazareth Area High School | Exchange student, studied senior year of High School. |

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 (Int'l equivalent - min 1 year) | Mathematics | Mexico | Universidad Autonoma de Chihuahua | Chihuahua | | Studied 2 semesters of Master in Statistics. Truncated |
| Bachelor (Int'l equivalent - min 4 years) | Industrial Engineering | Mexico | Universidad La Salle | Chihuahua | | Top of the Class. Minor Quality |

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 |
|----------|----------------------|---------------------|---------------------|---|
| Spanish | Native | Native | Native | |
| English | Fluent | Fluent | Fluent | TOEFL 603, TOEIC 895. English teacher for 7 years |
| French | Good | Fluent | Fluent | Studied the complete 14 modules in the UACH. |
| Italian | Basic | Basic | Basic | Self Study |

Performance History

| Start Date | End Date | Rating |
|------------|----------|--------|
|------------|----------|--------|

Career Aspirations

| Level | Function | Business Unit | Comments | Date Entered |
|------------------------|------------------------|---------------|--|--------------|
| Director or equivalent | Quality | Bell Division | Global Source/Outsourcing | 15 Jul 2015 |
| Director or equivalent | Information Technology | Bell Division | Manage all system changes implementations, ex. BSM | 15 Jul 2015 |

Geographic Mobility

Example. Yes.

Willing to Relocate yes
Comments I would be interested in moving to USA or
Date Entered Canada
2015-07-15

Strengths

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

| Competency | Comments | Date Entered |
|---------------------|---|--------------|
| Integrity and Trust | Jorge is a direct, truthful person who can admit when he has made a mistake | 15 Jul 2015 |
| Ethics and Values | He looks to reward | 15 Jul 2015 |

| | | |
|--------------------|---|-------------|
| | the right values and disapproves of others; practices what he preaches. | |
| Action Oriented | Person to person direct communication and open to change | 15 Jul 2015 |
| Technical Learning | Jorge is a quick learner, product and process technical knowledge | 15 Jul 2015 |

Development Needs

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

| Competency | Comments | Date Entered |
|--------------------------------------|--|--------------|
| Peer Relationships | Continue to Improve Communication with peers and direct reports | 15 Jul 2015 |
| Developing Direct Reports and Others | Motivate and help others to grow | 15 Jul 2015 |
| Delegation | He needs to learn & allow direct reports to finish their work, share responsibility & accountability | 15 Jul 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 |
|-------------|--|--------------|
| Current Job | Increase knowledge following up the Crutial Conversations training and taking Influencer training. | 15 Jul 2015 |
| Current Job | Use the tools of the coaching certification to create a working enviroment between departments | 15 Jul 2015 |
| Future Jobs | Develop people & continuously drive results in his area. He can take advantage of Lean manufacturing | 15 Jul 2015 |

