

# Garza Raul

## Career File



**0** Direct Reports  
**4** Total Team

### Personal Information

**First Name** Garza Raul

**Title** 34

**Division** Bell Division

**Department** 407 Structural & Electrical

**Supervisor** Viramontes Adolfo

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

**City, State, Country** MEX-Mexico

**Hire Date** 2013-04-01

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

**Years**

**Gender** Male

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
01 Apr 2013	06 May 2016	Front Line Leader	407	Chihuahua, Chih	Mexico

### 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
01 Mar 2007	01 Sep 2008	Transfer Engineer	Visteon	Automotive Industry	Chihuahua, Chihuahua	Mexico	Product's Transference	
18 Nov 2008	29 Mar 2013	Production Supervisor / Process Engineer	SOFI de Chihuahua SA de CV	Medical	Chihuahua, Chihuahua	Mexico		

### 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
• July 2006-October 2008	Transfer Engineer / Manufacturing Engineer	Visteon	• Transference of 3 products (Accomplishment 100%). • Management of 100 people. • Launching of weekend shifts.
• November 2008 – April 2013	Production supervisor / Process Engineer	SOFI de Chihuahua S.A. de C.V.	• Launching of shifts (including special shifts). • I kept the rotation of personnel under 1.8 % within the 2012. • I kept my group under .83 % of absence within the 2012. • I help to achieve positive financial variance for mi area (800 K usd in the 2012). • I increased the daily production from 1800 to 2200 pcs using lean manufacturing. • I´ve participated in audits to obtain re- certifications (ISO 9001, ISO 14001 y OSHAS 18001).
April 2013 – May 2016	Front Line Leader	TIM	• No recordable incidents within 2013,2014 & 2015. • Zero hrs of backlog programs under my charge. • 20 % of improvement of efficiency within 2014. • Reduction of 30% of defects per unit within 2014 • Implementation of High Performance Equipments • Proyect COLO (Cost out lead out) financial save (169 K usd in the 2014). • Zero Backlog Item 930/429 middle year review. • Reduction from 15 to 4 DPAs on Item 930/429 middle year review. 15 % of improvement of efficiency middle 2015 review.

### 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
Industrial Engineer		Mexico	Instituto Tecnológico de Chihuahua	Chihuahua, Chihuahua	31 Jul 2006	

**Textron Leadership Development**

Course Name	Institution Name	Status	Date Completed
Intern Audit AS9100	QSS Consulting		04 Oct 2014
Manager Abilities development			20 Nov 2014
Crucial Conversations	Bell Helicopter / Karen Nelson		21 May 2015
Emotional Intelligence	NA		30 Apr 2016

**Language Capability**

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%	90%	80%	N/A

**Performance History**

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
01 Jan 2015	31 Dec 2015	3

**Career Aspirations**

Level	Function	Business Unit	Comments	Date Entered
Operations Manager	Manage a unit business to achieve the IO Goals	Operations	N/A	06 May 2016

**Geographic Mobility**

Example. Yes.

Willing to Relocate Yes  
Comments With Family (Wife and Kids)  
Date Entered 2016-05-06

**Strengths**

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

Competency	Comments	Date Entered
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Perseverance	Raul is a selfdirect person that is guide by setting goals and guide the team to achieve it.	01 Jul 2015
Vision for business	Raul has a strong focus in all the metrics that TIM manage like Safety, Quality, Delivery, Cost and	01 Jul 2015
Proccess Managment	Manage the process, the system and resources of Item 30	27 Mar 2015
Leadership	Raul is the leader of the tactical team and He has an assertive communication	17 May 2016
Process Management	Direct the performance and results	17 May 2016

### Development Needs

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

Competency	Comments	Date Entered
People Development	There is a big oportunity to take the Group Leaders to a higher level regarding seldirection, proble	27 Mar 2015
Listening	Raul has a strong leadership but needs to encourage the team to participate more	27 Mar 2015
Inspire and develop talent	Raul has to develop the talent around him and have an specific plan to achieve it	17 May 2016
Self-Development	Increase the knowledge in leadership techniques.	06 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
Listening	Take a roll of facilitator in Daily Production Gemba Walks and encourage the participation to all the operative and tactical team in every discussion	01 Jul 2015
People Development & Listening	Received coaching sessions every two weeks with Operations Manager	01 Jul 2015
People Development	Take Business Acumen training to teach and involve his team Take Lean Manufacturing Training Take Excell Lessons to improve his skills in projections and calculations	01 Jul 2015
Leadership	Coaching certification	17 May 2016

