

Joel Urbina Fierro

Career File



0 Direct Reports
3 Total Team

Personal Information

First Name Joel Urbina
Fierro

Title 0

Division Bell Division

Department 429 Structural &
Subassemblies

Supervisor Pedro Raul
Chavez Enriquez

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

City, State, Country MEX-Mexico

Hire Date 2010-04-13

**Years of Service (Not 5
to be used for benefit
calculations)**

Years

Gender Male

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
13 Apr 2010		Front Line Leader	Production	Chihuahua, Chih	Mexico
	Leadership				

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
26 Dec 2008	08 Jan 2010	Supervisor	Production	Chihuahua, Chih	Mexico	Labinal de Mexico

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
09 Jan 2009	05 Nov 2010	Assistant manager	Autozone	Autoparts	Chihuahua, Chih	Mexico		Sales

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
2009	Production Supervisor	LABinal de Mexico	To increased the efficiency 25% implemented in moving teams. This goal was reached in 3 months
2014	Production Supervisor	TIM	To reduced the backlog from 1800 hours to 40 hours in 2014
2015	Front Line Leader	TIM	Hours reduction per aircraft from 848 to 630 hours. And completed on schedule the last 6 aircraft

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
EEUU	Training course	1	Digital Appliance Controls de MExico	Training in Automatic Insertion Machine
Canada	Transference	1	Bell Hellicopter	Tranference from ITEM 962 VS 407

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
Degree in computer science	Bachelor	Mexico	Tecnologico de Chihuahua II	Chihuahua	15 Jun 2001	none

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Supervisor world class	private institution	Completed	08 Mar 2013
Safe work	Dupond Company	Completed	04 Feb 2011
Coaching	Private Institution	Completed	05 Mar 2015
Crucial Conversations	Textron University	Completed	21 May 2015

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	70%	80%	80%	I'm studied in Harmon Hall School

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	3
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	3

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
1	Trainer	Production	Have a training program for the new supervisors to help them to do their job	03 Oct 2014

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments I would like to work in another country, such as
Date Entered US or Canada
2015-12-17

Strengths

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

Competency	Comments	Date Entered
Administration staff	I feel good managing people	14 Jan 2000

Development Needs

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

Competency	Comments	Date Entered
Advanced excel course	In need this course to develop better my job	30 Oct 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
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