

Arias Isabel

Career File



5 Direct Reports
10 Total Team

Personal Information

First Name Arias Isabel
Title Superintendente de Calidad
Division Bell Division
Department Quality
Supervisor Castro Edmundo
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2012-04-30
Years of Service (Not 4 to be used for benefit calculations)
Years 31
Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
Homero Diaz	Ready 1-3 years	QA Eng.	
Alejandro Garcia	Ready Now	QA Eng & NDT	1

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
01 May 2012		Quality Superintendent	Textron International Mexico	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
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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
20 Dec 2006	01 Jul 2007	Quality Resident	JABIL CIRCUIT DE CHIHUAHUA	Manufacturing	Chihuahua, Chihuahua	Mexico	Quality	Individual Contributor
24 Sep 2007	27 Jan 2010	Quality Engineer	LABINAL SAFRAN GROUP, MEXICO	Manufacturing	Chihuahua, Chihuahua	Mexico	Quality	Supervise individual contributors
04 Jan 2010	27 Apr 2012	Quality Leader	LABINAL SAFRAN GROUP, MEXICO	Manufacturing	Chihuahua, Chihuahua	Mexico	Quality	Manage supervisors

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
2010	Quality Assurance Engineer	Labinal Safran Group Mexico	Exceeded customer satisfaction: Communication, Quality Performance, On Time Delivery, New Product Introduction. Acted as supplier representative at customer site on USA, France and Ireland. 2009 -Quality Assurance Engineer: Decrease of customer complaints by 30% in six months. Development of quality strategy to improve customer perception for four different customers. Development of skilled team to identify process needs and improvements. Control on data configuration and product processes; elimination of configuration customer complaints. As QA control engineer, quality results improvement on 50% and achievement of annual quality goals; achievement of the company best quality performance\'s record.
2011	Quality Leader	Labinal Safran Group Mexico	Promotion to Quality Leader at 25 years old for three different customers/areas. Customer communication channels implementation as well as improvement of internal & external quality results trend. Successful implementation of new products overseas.
2012-2013	Quality Superintendent	Textron International Mexico	Start as Quality Superintendent at 27 years old. Decrease on customer reported escapes from 3.8% to 1.9%. Improvements on external quality trends (DPA) and communication with Mirabel (multifunctional areas). Implementation of audit process and documentation. QA FPY process focus and TIM special process autonomy strategy plan setting

2014	Quality Superintendent	Textron International Mexico	Executive Coach certification achieved. Implementation of new quality structure to attack and prevent internal and external quality failures. Implementation of TIM daily/weekly sanity measurements for quality: 14% improvement recorded from 2013 to 2014 on Def/Khrs. Elimination of incoming inspection activities for 407 AIL (not assembled). Planning of the first TIM QA Week, 2014.
2015	Quality Superintendent	Textron International Mexico	Quality process enhancements implemented resulted on 2015 quality metrics results: Improved on 91% on FSR (Flight Safety Reports) TIM liability reported from MIR. As June 2015 YTD DPA (Defects Per Aircraft), DPU (Defects Per Unit), Scrap and Quality failures within company targets.

International Experience

Example. Talent Management Summit (México, DF), Wealthness Coaching Summit (US), Stress Management (México), Human Resources Management, Coaching.

Country	Type of Experience	Years of Experience	Company Name	Comments
USA	Bubble assignment (less than 1 year) outside home country	0.25	Labinal Safran Group Mexico	Bubble assignment (less than 1 year) outside home country
Ireland	Bubble assignment (less than 1 year) outside home country	0.04	Labinal Safran Group Mexico	New Product Introduction, transition plan review and Quality Performance Result improvements presentation. Product knowledge with Bombardier.
France	Bubble assignment (less than 1 year) outside home country	0.04	Labinal Safran Group Mexico	Review quality results with customer and training on Labinal facilities. Product knowledge with Airbus & Dassault Falcon Jet.
Canada	Other (training, familiarization, networking)	0.05	Textron International Mexico	Product and systems familiarization at Mirabel facility. Stablishment of QA networking and validation of QA working plan with management. Corrective action review for VS performance.

USA	Other (training, familiarization, networking)	0.1	Textron International Mexico	Product and systems familiarization at Amarillo & Fort Worth facilities. QA training, networking and processes follow up. Participation on LIFT 2015.
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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 Diploma, Special training on physics/math/administration			Colegio de Bachilleres de Chihuahua	Chihuahua, Chihuahua, Mexico	05 Jul 2002
Bachelor on Industrial Engineering, Specialising in Quality and Productivity			Instituto Tecnológico de Chihuahua	Chihuahua, Chihuahua, Mexico	02 Jul 2007
Master	Finance	Mexico	Universidad Tec Milenio	Chihuahua, Mexico	Currently on 6th out of 15 subjects

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Seven Conversations for Exceptional Leaders	Karen Nelson	Completed	19 May 2015

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native	Native	Native	
English	Fluent	Fluent	Fluent	

Performance History

Start Date	End Date	Rating
01 Jan 2014	31 Dec 2014	2

01 Jan 2013	31 Dec 2013	3
01 May 2012	31 Dec 2012	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	Medium
Potential	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
Manager	Quality	Bell	3-5 Years	17 May 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Director or equivalent	Quality	Bell Division TIM	Quality System Coordinator. To deploy quality culture in all processes at TIM for product grown and reliability.	18 May 2012
Director or equivalent	Quality	Bell Division, TIM	Quality Management	04 Jul 2015
Director or equivalent	Quality	Bell Division TIM	Quality Management	16 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate	NO
Comments	Family reasons
Date Entered	2016-05-16

Strengths

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

Competency	Comments	Date Entered
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Action Oriented	Takes the challenges and oportunities as advantage. She enjoys to work hard. Comment by Isabel Arias	18 May 2012
Assignment Hardiness	Isabel can easily and quickly adjust to new conditions and locations. She is motivated by challenges	18 May 2012
Boss Relationships	She likes to learn at any moment. Enjoys to work hard for a good boss and provide results. She is co	18 Apr 2014
Decision Quality	Takes good decisions based on her analysis that turns out on good results trought the time; driven b	07 Jul 2015
Customer Focus	Isabel is dedicated to understand customer needs and develop plans and strategies to exceed their ex	07 Jul 2015
Command Skills	Isabel transmits orders in a very clear manner to direct reports. Comment by Edmundo Castro.	15 Jul 2015
Cross-Cultural Resourcefulness	Isabel builds relashionships easily and influences in other sites to get the results. Comment by Edm	15 Jul 2015
Business Acumen	Very well knowledge of process and action required to achieve results; proactive in what is requiere	16 May 2016
Learning on the fly	Quicker learner and applies the knowledge fast and when is required; teach others and follow the ac	16 May 2016

Development Needs

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

Competency	Comments	Date Entered
Global Business Knowledge	Isabel needs to gain Bell systems knowledge and network expansion to understands business on a globa	18 May 2012
Technical Learning	Isabel needs to increase structural assembly knowledge and flight functions to expand her knowledge.	24 Jul 2012
Developing Direct Reports and Others	She needs to inspire and develop the talent around her, by setting clear expectations and times, giv	15 Apr 2015
Drive for Results	Isabel needs to increase her area of action to achieve the results in a time manner as planned. Exec	30 Apr 2014
Managerial Courage	Isabel needs to present her ideas when the situation requieres it to improve her influencing areas.	07 Jul 2015

Planning	Isabel needs to define and put on action long terms planning that support her current efforts and se	07 Jul 2015
Managerial courage	Necessary to improve the feedback providing in the time.	16 May 2016
Motivate others	To complete the cycle in the motivation, requires more direct interaction with the development plans	16 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
Current Job	To start an overall knowledge exposure on other areas of responsibility such as Manufacturing, PC&L, Engineering.	04 Jul 2013
Current Job	To perform a specialization on Lean manufactuting.	04 Jul 2012
Current Job	To expose on FAA requirements and application.	07 Jun 2013
Current Job	To achieve certification as Executive Coach on 2014	27 Feb 2014
Current Job	To improve on the Bell Quality Sytem knowledge, in conjunction with the structural assembly process experience (Coaching support by MIR & FTW).	24 Apr 2014
Current Job	To achieve TIM quality objectives by driven the quality team in the execution of strategic projects such as OV implementation, RCCA process enhacement and implementation, MRB transformation second phase deployment, human resources optimization. To achieve the dock to stock on 407 & 429 cabins from TIM (no incoming inspection at MIR).	07 Jul 2015
Current Job	To develop QA strategy for 2016	07 Jul 2015
Current Job	Completed Crucial Conversations for Exceptional Leaders and Executive Coaching program(10%)	15 Jul 2015
Current Job	One on one sesions with General Manager as a development follow up (20%)	15 Jul 2015
Current Job	One on one with quality engineering personnel to put in practice coaching and exceptional leader skills to develop direct reports and others(70%)	15 Jul 2015

RCCA management process improvement	1. To reduce the cycle time on RCCA 2. Elimination of repetitive defects *Participation on CAB I meetings *To provide short RCCA training *Request feedback of CAB II meeting *Training on structural impacts	16 May 2016
Use of information	1. 0 findings on internal audits for QA processes *To perform audits to QA department based on AS9100 rev D. *To perform cross audits *Training on DOE	16 May 2016
Managerial skills	1. Set QA team on number one spot of performance 2. To obtain top performance on 360 evaluation *Generation and use of management strategies *To perform mentoring and coaching skills *Training of effective teams creation	16 May 2016

General Summary **Manager View Only

Comment	Date Entered
Isabel has very clear targets to achieve with her team; she has grow in several aspects to improve her leadership skills now she needs to focus in giving hard results on metrics.	17 May 2016