

Olivas Manuel

Career File



0 Direct Reports
2 Total Team

Personal Information

First Name Olivas Manuel

Title Front Line
Leader

Division Bell Division

Department 429 Structural &
Subassemblies

Supervisor Castro Edmundo

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

City, State, Country MEX-Mexico

Hire Date 2012-06-22

**Years of Service (Not 4
to be used for benefit
calculations)**

Years

Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
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Daniel Cereceres	Daniel has a strong background in FLL role at Bell helicopter in electrical and structural area, he always look for improvements to achieve goals and	Planner	
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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
22 Jun 2012	10 May 2016	Front Line Leader	Bell Helicopter Division	Chihuahua, Chihuahua	Mexico
					Lead my team and peers to

successfully
achieve
established
goals and
behaviors.

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
22 Jun 2012		Front Line Leader	Bell Helicopter Division	Chihuahua, Chihuahua	Mexico	Lead my team and peers to successfully achieve established goals and behaviors.

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
06 Aug 2007	03 May 2010	Manufacturing Supervisor	(DELPHI) ACE	WIRED AND ELECTRICAL CIRCUITS	Chihuahua, Chihuahua	Mexico	<ul style="list-style-type: none">• Administration of production cell lines to manufacture harnesses with 40 operators on average.Planning, evaluation & accomplishment of production program.Adjustment of production line with workstations balancing to accomplish the production program.	Administration
10 May 2010	20 Jun 2012	Production Supervisor	Electrocomponentes de Mexico S.A de C.V	Company producers of harnesses for appliances	Chihuahua, Chihuahua	Mexico	<ul style="list-style-type: none">Lead prep of wire cut processes, Achieve of scheduling production.	Leader

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	Front Line Leader	Bell Helicopter Division	<ul style="list-style-type: none">• 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.
2008	Manufacturing Supervisor	(DELPHI) ACE	Increase efficiency and productivity in the area, translate de rotaries line to cells lines to reduce the quantity members and increase the productivity at 25% and get the Shingo Price certification.
2016	Quality	Bell Helicopter	Reduction of internal and external escapes by positions and MIR on Items 930, 961 and 949, 50% DPA's, 65% scrap, respect 2015 goal.
2016	Execute at the speed of the customer	Bell helicopter	100% OTC and Lead Time and Deliverable to MIR
2016	Achieve Mission Zero	Bell helicopter	Zero accidents during 2016

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
U.S.A	Process Enginner	Since 2004 to 2006	LEGACY Stone Factory.	<ul style="list-style-type: none"> • Administration of production lines with 30 operators on average each one. Lay out area projects, traalate the shop company to industrial company. Standardization work. Tool and jigs design. Development drawing work. 5's program implementation. Planning, evaluation & accomplishment of production program.

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 CD. Jiménez Chihuahua	Cd. Jiménez Chihuahua	21 Jun 2002

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Manager Abilities development			20 Nov 2014
Crucial Convesations	Bell Helicopter		21 May 2015
Lean Manufacturing	Lean Consulting Groups	Finished	02 Jul 2014
Emototional Intelligence	TIM Bell institutional Develepment	completed	22 Apr 2016
Accountability	TIM Bell Develepment	completed	13 Jun 2016
creativity Innovation	ITESM	completed	28 Jul 2016
Coaching Certification	Encuadre External CIA.	Completed	10 Jan 2017
FLL Training	Bell Helicopter Fortworth	Completed	24 Jun 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	60%	70%	60%	

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
01 Jan 2016	30 Dec 2016	4

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 High
 Potential Valued
 Date Entered 2017-05-12

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
Strategic	Operations Manager	Bell Helicopter	3-5 years	17 May 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Manager	Value stream Manager administration.	429 area	Continue with my professional development as Engineer, learn and grow up as part of my personal continuous improvement.	27 Mar 2015
Manager	Value stream Manager	429	Grow up as all parts of my Carrer	16 May 2017

Geographic Mobility

Example. Yes.

Willing to Relocate No
 Comments Focus on improving my language skills
 Date Entered 2017-05-16

Strengths

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

Competency	Comments	Date Entered
Listening	Practices active and active listening, has	16 May 2016

the patient to hear people out, can accurately restate th

Humility

Recognize the value of the activities of other members of the tactical team as operational

16 May 2017

Development Needs

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

Competency	Comments	Date Entered
Global business knowledge	Not enough knowledge of Engineering and Quality, moderate technical skills	16 May 2016
Creativity	There is no lean projects in the area, as well think in innovation is not a priority	16 May 2016
People development	There is a big opportunity to take the group leaders to a higher level regarding selfdirection.	16 May 2016
Business Acumen	Know at least basically the activities and systems that operate Bell Helicopter members of my tactical team	16 May 2017
Coaching	Be a guide and part of the development of my operative and tactical team to be assertive in the feedback and generate an adequate work environment	16 May 2017

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
Creativity	Develop new ideas of continues improvement. Provide coaching to the teams members(operative and tactical)to high level of the creativity and guide them to the achieve goals. Read the Manager's pocket guide to creativity (Alexander Hiam).	10 May 2016
People development	Set rapport and boundaries, downsize the negotiation, make smart questions, learn from others, dealing with the heat	16 May 2016
Humility	Recognize the value of the activities of other members of the tactical team as operational	16 May 2017
Business Acumen	Know at least basically the activities and systems that operate Bell Helicopter members of my tactical team	16 May 2017

General Summary **Manager View Only

Comment	Date Entered
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Manuel had very good results regarding IO principles, he has strong influence in his direct reports as well he encourage the commitment in groups for all the objectives set, he influence positive in peers and is very demanding with teams	12 May 2017
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