

Soto Jessica

Career File



0 Direct Reports
9 Total Team

Personal Information

First Name Soto Jessica
Title Manufacturing Engineer
Division Bell Division
Department MM
Supervisor Garcia Igor
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2014-07-24
Years of Service (Not 2 to be used for benefit calculations)
Years
Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
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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
07 Jul 2014		Engineering	525	Chihuahua, Chih.	Mexico
Manufacturer Engineer I					

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
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		
2014		Quality Intern		Textron International Mexico		Corrective actions were implemented in order to reduce defects that produce scrap on Electrical and Sheet Metal area of the programs 412 and 407.		
2015		3DVia Composer Training		Textron International Mexico		3DVIA Composer training to 18 Manufacturing Engineers.		
2015		Obsolete Inventory Reduction Project		Textron International Mexico		Through the Obsolete Inventory Reduction Project, a saving of 26000 dollars was obtained.		
2016		Personal Growth Talks		Textron International Mexico		Personal growth talks to the company's high performance teams.		
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
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
Comments								Graduation Date
High School Degree		Management		Mexico		Colegio de Bachilleres		Chihuahua
Bachelor Degree		Industrial Engineering		Mexico		Instituto Tecnologico de Chihuahua		Chihuahua
								Baccaluarete automatically by grades
Textron Leadership Development								
Course Name		Institution Name		Status		Date Completed		
Project Managment		DSO Corporativo		Completed		29 Aug 2014		

GD&T	Textron International Mexico	Completed	02 May 2014
CATIA V6	Bell Helicopter	Completed	01 Aug 2014
Emotional Intelligence	Textron International Mexico	Completed	21 Apr 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	Intermediate	Intermediate	Intermediate	Spoken English Certification by Trinity College (GESE Grade:7 CEFR Level: B2.1)
Spanish	100%	100%	100%	Native Language

Performance History

Start Date	End Date	Rating
01/Jan/2014	31/Dec/2014	3
01 Jan 2016	31 Dec 2016	3
01 Jan 2015	31 Dec 2015	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 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
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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
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Engineering	Manufacturing Engineer	525	Develop graphics that will be part of the maintenance and flight manuals of 525 model with the quality required by the customer.	18 Mar 2015
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Geographic Mobility

Example. Yes.

Willing to Relocate

Yes

Comments

I am available to move if the company needs it

Date Entered

2017-03-01

Strengths

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

Competency	Comments	Date Entered
Perseverance	Highest punctuation in 360 evaluation.	28 Feb 2017
Time managment	Higher punctuation in 360 evaluation	28 Feb 2017

Development Needs

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

Competency	Comments	Date Entered
Deal with ambiguity	Opportunity for improvement based on 360 evaluation	28 Feb 2017
Perspective	Opportunity for improvement based on 360 evaluation	28 Feb 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
Perspective	Cross training with Ana Torres, the Industrial Engineer of the plant, in order to have a better perspective of the business.	28 Feb 2017
Deal with ambiguity	Implement the green project in all the company, \"The use of pre saturated wipes Acetone\".	28 Feb 2017
Deal with ambiguity	Cross training with 525 team, and give a training to people of 525 team related with CSS team.	28 Feb 2017

General Summary ****Manager View Only**

Comment	Date Entered
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essica has proven to be a very strong individual contributor and team member working on several projects out of her area of responsibility, Jessica is working on her communication skills and accepting feedback and ideas from other team members,	12 May 2017
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