

Peralta Armando

Career File



18 Direct Reports

44 Total Team

Personal Information

First Name Peralta Armando

Title Lider de
Ingenieria

Division Bell Division

Department IBP & PE

Supervisor Garcia Velez Igor

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

City, State, Country MEX-Mexico

Hire Date 2010-12-01

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

Years 47

Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
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Carlos Ayala	Ready now	ME	
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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
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01 Oct 2013		Manufacturing Engineer Leader	TIM Administrative		
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01 Dec 2010	01 Oct 2013	Manufacturing Engineer	Textron Internacional Mexico	Chihuahua Chih Administrative	Mexico
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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
04 Dec 1997	08 Apr 2009	material coordinator	FR Flow Technology	Flow meter fabrication	Chihuahua Chih.	Mexico	Supervisor	administrative
08 May 2009	18 Oct 2010	Manufacturing Engineer	Hawker Beechcraft	sheet metal fabrication		Mexico	Engineer	Administrative

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

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
USA	Manufacturing Engineer	1	Hawker Beechcraft	

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					
Mastery	MBA	Mexico	University of Chihuahua	Chihuahua	18 Dec 2006
Engineering	Industrial Engineer	Mexico	Institute Technological of Durango	Durango Mexico	13 Dec 1991

Textron Leadership Development			
Course Name	Institution Name	Status	Date Completed
Coaching Program	Textron International Mexico	On going	
Lean manufacturing	TIM Contractor	Complete	13 Mar 2014
Building Leadership Capabilities	Textron University	complete	24 Apr 2013

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%	80%	80%	

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	4
01/Jan/2013	31/Dec/2013	4
01/Jan/2014	31/Dec/2014	3
01 Jan 2015	31 Dec 2016	3

Talent Assessment **Manager View Only

Data in this section is displayed on the Succession Org Chart.

Strategic Fit Green
Probability of Loss Medium
Impact of Loss Medium
Potential Promotable
Date Entered 2016-04-18

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
Area Leader	Technical Chef	TIM	Ready Now	18 Apr 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
PE Leader	Technical chief Engineer	TIM		29 Apr 2016
PE Leader	Manager Engineering	TIM		29 Apr 2016

Geographic Mobility

Example. Yes.

Willing to Relocate yes
Comments US Visa ok Canadian Visa ok
Date Entered 2015-03-20

Strengths

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

Competency	Comments	Date Entered
be accountable		20 Mar 2015
Process Management	Client and colaterals rated as a strength	29 Apr 2016
Integrity and Trust	Client and colaterals rated as a strength	29 Apr 2016

Development Needs

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

Competency	Comments	Date Entered
Motivating other	Looking for develop Coaching skill to work with Team members	29 Apr 2016
Global Business Knowledge	Looking for generate and close activities oriented on customer satisfaction	29 Apr 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
Motivating others	Using Coaching skills generated activities that promoted the tactical team integration and motivation	29 Apr 2016
Global Business Knowledge	Generated activities to improve quality and deliver oriented on customer satisfaction	29 Apr 2016

General Summary **Manager View Only

Comment	Date Entered
Armando has shown openness to work under the new IBP&PE structure demonstrating compromise and focus to meet customer needs resulting on positive	05 Apr 2016

feedback from operations area, he has also been able to develop an adaptive and cross functional team in preparation for future business challenges, one of his biggest challenges is to maintain his team focused energized and motivated.