

# Robles Christian

Career File



0 Direct Reports  
26 Total Team

## Personal Information

**First Name** Robles Christian  
**Title** Ingeniero de Manufactura  
**Division** Bell Division  
**Department** IBP & PE  
**Supervisor** Peralta Armando  
**Location** T.I.M. - Bell Helicopter plant (BHMBU-BC777)  
**City, State, Country** MEX-Mexico  
**Hire Date** 2013-06-28  
**Years of Service (Not 3 to be used for benefit calculations)**  
**Years**  
**Gender** Male

## Successors

Name	Readiness	Current Title	# of other nominations
Alejandro Carrillo	Ready now	ME Engineer	

## 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
		ME Electrical Installation	Manufacturing support for the electrical installation on the 429 aircraft and structural for items 9	Chihuahua Chih	Mexico

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
28 Jun 2013	17 Dec 2013	ME Electrical		Chihuahua Chih.	Mexico	Manufacturing support to production

### Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
26 May 2006	26 Sep 2008	Product Engineer	Labinal	Responsible of the analysis and implementation of engineering changes and configuration. Manufactura	Aerospace	Chihuahua Chih.	Mexico	Admin.
07 Sep 2001	06 Sep 2002	Design Engineer	AR Automation and control	Responsible of the design of electronic circuit boards. Installation of automated systems focused on	Automation	Chihuahua Chih.	Mexico	Design
29 Sep 2008	14 Jun 2013	Manufacturing Engineer	Labinal	Focused on the support for the production lines. Responsible of the training to the personal on manu	Aerospace	Chihuahua Chih.	Mexico	Admin.

### 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
2016	ME Electrical	Textron	All 2016 A/C for items 961 and 949 built below Std time.
2015	ME Electrical	Textron	COLO Proyect (NOSE Assy improvent for structural installations) successfully completed savings of 15K US
2015	ME Electrical	Textron	10.5 hour reduction on Nose structural assy
2015	ME Electrical	Textron	65% defect reduction on Nose assy

### 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
United States	Customer support	1	Labinal	Customer Support

				(Boeing) at Salk Lake City - Electrical harness Manufacturing.
United States	Customer support	1	Labinal	Customer Support (Boeing) at Wichita - Electrical harness
Canada	New project	1	Textron	Manufacturing. Engineering changes at Bell Helicopter - Electrical harness installation

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					
Electronic Engineer			Tecnologico de Chihuahua	Chihuahua Chih.	23 Jun 2006

Textron Leadership Development			
Course Name	Institution Name	Status	Date Completed
Leadership		Open	

Language Capability				
Example. English 800 points TOEIC tool				
Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	90%	90%	90%	
Spanish	100%	100%	100%	Native language

Performance History		
Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	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 Medium  
Impact of Loss Low  
Potential Valuable  
Date Entered 2016-04-29

### 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	PE Leader	TIM	Ready 1- 3 years	29 Apr 2016

### Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
	Manufacturing support	TIM	To Improve my leadership skills to enhance the engineering team.	18 Mar 2015

### Geographic Mobility

Example. Yes.

Willing to Relocate No  
Comments Willing to travel  
Date Entered 2016-05-12

### Strengths

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

Competency	Comments	Date Entered
Focused on customer needs	Put the customer first	27 Mar 2015
Listen to people	interact with people in order to help them to improve	27 Mar 2015
Organized	Self organized	27 Mar 2015

### Development Needs

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

Competency	Comments	Date Entered
Business opportunities	To find more opportunities to increase or improve	27 Mar 2015
Structural Knowledge	training on special structural processes	06 May 2016
Leadership	To improve leadership skills	12 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
Supp Development	Interaction with suppliers, development of parts eng changes.	12 May 2016
Interpersonal Knowledge	How to handle emotions, to improve communication with team members, feedback from others.	12 May 2016

#### General Summary **\*\*Manager View Only**

Comment	Date Entered
Christian is an excellent example of cross functional self-development moving from electrical area support to structural, he needs to work o develop his capability to lead teams by enroll himself on more demanding projects.	29 Apr 2016