

Caldera Larissa

Career File



0 Direct Reports
3 Total Team

Personal Information

First Name Caldera Larissa
Title Coordinadora de Compras

Division Bell Division

Department Finanzas

Supervisor Mares Erick

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

City, State, Country MEX-Mexico

Hire Date 2008-11-03

Years of Service (Not 9 to be used for benefit calculations)

Years 51

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
05 Jul 2010		Purchasing Coordinator	SCM LA KME Bell Div TIM	Chih Chih Supply Chain/Indirect	Mex

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
01 Sep 2008	02 Jul 2010	Senior Buyer	TIM/Intermex	Chih Chih	Mex	Supply Chain Mgmt

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
20 Oct 1994	04 Jul 2002	Jr Buyer	TRW Occupant Restraints	Manuf /Autom	Chih Chih	Mex	Purchasing Indirect	Support serv/ indiv contributor
08 Sep 2003	11 Oct 2004	Buyer	Nyro	Manuf/Plastic	Chih Chih	Mex	Purchasing Indirect	Support serv/ indiv contributor
10 Nov 2004	23 Sep 2005	Customer Serv Rep	Electrocomponentes	Manuf/Harness	Chih Chih	Mex	Support Services	Individual Contributor
12 Dec 2005	07 Nov 2008	Sr Buyer	TRW Occupant Restraints	Manuf /Autom	Chih Chih	Mex	Purchasing Indirect	Support serv/ individual contributor

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	Purchasing Coordinator	Bell Div/ TIM	BD (Bell design) drill reamers resharp project(col) reduction of 30k us of material pool by sending to manufacturer to resharp them; in a 6 months period Jan-Jun 15, for the rest of the year the estimated saving amount is also 30k us
2014	Purchasing Coordinator	Bell Div/ TIM	Create & Implement TGPS System, an electronic system to source indirect purchases locally, implemented in Sep 2014 to date; to enhace placing orders efficiency, redeuce cycle time, incresase data accuracy, generate reports and other benefits obtained.
2009	Senior Buyer	Bell Div/ TIM	Active participation in transfer from MIR to TIM, follow up toolcrib and shop supplies transition
2009	Senior Buyer	Bell Div/ TIM	Involvement and implementation participation on VMI for toolcrib and shop supplies
2015	HPT Coach	Bell Div/ TIM	Participate as coach for the High Performance Teams to enable culture change
2016	Purchasing Coordinator		Obsolete relocation items within the other Textron companies of VMI Hub/Motion inventory total amount of \$77k us
2018	Purchasing Coordinator	Bell Div/ TIM	Bell's inventory for hardware negotiation for Wesco to buy them from us. 56 K usd.

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
Canada	Visit	one week	Bell Helicopter Canada	Introduction at Mirabel plant to know procedures of Indirect Procurement, Ariba process, general topics
USA	Attendant	one week every year since 2011	ICOE Textron	Visit and attend to Indirect Center of Excellence at Wichita KS Cessna every year since 2011 to the All Hands Meeting to review corporate Indirect Purchasing Goals and strategies as a remote member

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					
Titulo/Bachelor	Lic en Rel Com	Mex	ITCH	Chih Chih	1986-1990

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
TIM EAD (HPT)	TIM	ADVISOR	
NEGOTIATION	ICOE TEXTRON		09 Jun 2015
HIGH RESPONSE TEAMS	TIM	DIPLOMA	06 Aug 2014
TEAM WORK	TIM	DIPLOMA	14 Oct 2014
SUPERVISOR SKILLS	TIM	DIPLOMA	31 Jul 2014
EMOTIONAL INTELIGENCE	TIM	DIPLOMA	10 Jul 2014
PROJECT ADMINISTRATION	TIM	DIPLOMA	29 Aug 2014

5 STRENGTHS	ICOE TEXTRON	DIPLOMA	12 Jun 2012
COACHING	TIM	DIPLOMA	23 Apr 2015
EXCEL	TIM	DIPLOMA	17 Jul 2014
EMOTIONAL INTELLIGENCE	TIM	DIPLOMA	30 Apr 2016
SPC	QS TEAM	DIPLOMA	25 Jan 2018
MSA	QS TEAM	DIPLOMA	08 Mar 2018
FMEA	L QUINTANILLA	DIPLOMA	29 May 2018

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	fluent	fluent	fluent	Native language Spanish

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	4
02 Jan 2017	22 Dec 2017	3
01 Jan 2016	31 Dec 2016	4
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 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
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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
SQE	SUPPLIERS DEVELOPMENT	BELL DIV TIM	Different approach with suppliers	28 Jul 2015
QUALITY SUP	QUALITY	BELL DIV TIM	Quality assure	28 Jul 2015
PRODUCTIVE BUYER	DIRECT	TEXTRON	Explore direct purchases	28 Jul 2015
FINANCE ANALYST	FINANCE	BELL DIV TIM	Cost analysis	28 Jul 2015

Geographic Mobility

Example. Yes.

Willing to Relocate	yes
Comments	will be great experience to share my knowledge or learn in other companies across corporation
Date Entered	2015-02-25

Strengths

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

Competency	Comments	Date Entered
BUILDING EFFECTIVE TEAMS	ACHIVE COMPANY GOALS	22 Jul 2015
Drive for Results	Larissa is very effective in pushing cost reduction initiatives to happen in the company	23 Jul 2015
DRIVE FOR RESULTS	Reach or exceeds results	03 May 2016
CUSTOMER FOCUS	Clientes (internal or external)	03 May 2016
BUSINESS ACUMEN	know how business work and competition	03 May 2016
PERSEVERANCE	To acomplish objectives	15 May 2017
LISTEN	Understand client expectartions	15 May 2017
Quality Desicion	Good desicions	15 May 2017
I SAY WHAT I DO, DO WHAT I SAY	Look for company resources	21 Jun 2018
HELP OTHERS TO SUCCEED	Help others to achieve company goals	21 Jun 2018

Development Needs

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

Competency	Comments	Date Entered
DIRECTING OTHERS	TEAM WORK	22 Jul 2015
Directing others	Larissa has an area of opportunity in being a more emphatic leader and obtain results from coworkers	23 Jul 2015
HUMILITY	Maybe too perfectionist	03 May 2016
LISTEN	Interrup, cut off people	03 May 2016
CUSTOMER FOCUS	Customer needs (improve)	15 May 2017
MOTIVATE OTHERS	Inspire others	15 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
70 20 10 IDP	Need to work on competencies Humility & Listening. For Humility will ask for feedback, identify my own attitudes and try to change them also read a book. For Listening try to do coaching to my coworkers, identify roll models, go back to 7 habits of highly efficient people and find literature for it.	03 May 2016
Customer Focus & Motivate others	Improve customer satisfaction and inspire others	15 May 2017
70 20 10	Working on competencies Help others to succeed and Support and back up decisions.	21 Jun 2018

General Summary **Manager View Only

Comment	Date Entered
Larissa is constantly showing evolution within her own role and on the new assignments she gets, she has initiative, passion and a great attitude to overcome problems and difficulties, the last assignment aimed to reduce material pool costs will be of great impact and value to	21 Jun 2018

the organization, she has managed to put up a multidisciplinary team to combine efforts and achieve the goal set, one thing to highlight as well is the way Larissa believes and represents Bell's and Textron values in her day to day activities

Larissa has a great amount of experience on her current role that is shown day to day of her work, she has a good knowledge of the business which makes a difference in the service she provides. Larissa has a great drive in finding cost reduction initiatives, her knowledge of the position and overall experience are determinant factors that allows her to succeed in influencing others to achieve success in this initiatives, she needs to work on her development needs in order to grow and increase her already great level of performance.