

Venegas Oziel

Career File



0 Direct Reports
20 Total Team

Personal Information

First Name Venegas Oziel

Title Ingeniero de
Manufactura

Division Bell Division

Department CI & Tech.
Support

Supervisor Saenz Antonio

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

City, State, Country MEX-Mexico

Hire Date 2013-03-19

**Years of Service (Not 3
to be used for benefit
calculations)**

Years 27

Gender Male

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
19 Mar 2013	27 Sep 2013	Jr Manufacturing Engineer	Textron International Mexico	Chihuahua, Chihuahua	Mexico CAMS Deployment
30 Sep 2013	31 Dec 2013	Jr Manufacturing Engineer	Textron International Mexico	Chihuahua, Chihuahua	Mexico 412 EPI Transition Engineer
01 Jan 2014	31 Jul 2014	Jr Manufacturing Engineer	Textron International Mexico	Chihuahua, Chihuahua	Mexico 429 Model Engineering

01 Aug 2014	15 Sep 2014	Jr Manufacturing Engineer	Textron International Mexico	Chihuahua, Chihuahua	Changes for GTN Mexico Production manufacturing engineer for 407 model
16 Sep 2014		Manufacturing Engineer II	Textron International Mexico	Chihuahua, Chihuahua	Mexico Costumer and Service Support model 525

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
14 Sep 2012	14 Mar 2013	ME Intern	Textron International Mexico	Chihuahua, Chihuahua	Mexico	Manufacturing Support

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
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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
2013	Manufacturing Engineer	Textron International Mexico	Traveled to Mirabel Canada (4 weeks), to help with transition for 412 EPI model.
2015	Manufacturing Engineer II	Textron International Mexico	Lessons learned for EAD, to show how important production work is, showing that the work that production develops is very important for the final product, they are conscious now, and know the difference between doing an excellent job and a bad job.
2015	Manufacturing Engineer II	Textron International Mexico	We had a visit from Fort Worth, to know 525 CSS team at Textron International Mexico and to see the way we work, they loved the way we are doing things on this department, and they are very interested to bring to Mexico CSS department for models 429, 407, 412 and the new 505.

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	Training for CAMS deployment	1	Textron International Mexico (Bell Helicopter)	Traveled to Mirabel Canada factory (5 weeks)to learn about new system, for deployment at Chihuahua Mexico factory.
Canada1	Transition Harnesses for 412 EPI model	4 months	Textron International Mexico	Transition engineering change for 412 EPI model

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					
Electromechanical Engineer		Mexico	Instituto Tecnologico De Chihuahua	Chihuahua Advanced Manufacturing Specialty	08 Mar 2013

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Lean Manufacturing	Lean consulting group	Completed	16 May 2015
Project Management	DSO	Completed	18 Oct 2014
GD&T	TIM	Completed	08 Mar 2014

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Excellent	Excellent	Excellent	Native Language
English	Good	Excellent	Excellent	Learned 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
Probability of Loss
Impact of Loss
Potential
Date Entered

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
Manufacturing Engineer III	Process Improvement	Textron International Mexico		16 May 2016
Liason MRB Electrical	Process Improvement	Textron International Mexico		16 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate yes
Comments 2016-05-17
Date Entered

Strengths

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

Competency	Comments	Date Entered
Responsability		20 Mar 2015

Availability	Open to change	20 Mar 2015
Looking for excellence	Giving the best of me on my job position	20 Mar 2015
Punctual		16 May 2016
Proactivity	Seeing and solving circumstances	16 May 2016

Development Needs

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

Competency	Comments	Date Entered
Demonstrate my work	Being less introvert	20 Mar 2015
Think globally	Having more knowledge about business	24 Mar 2015
Creativity	70-20-10 will help to improve need detected	16 May 2016
Teamwork	being less introvert and more openmind	17 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
Creativity problems solution	Define the problem: determine the causes of the problem. Generate several possible solutions before picking one	16 May 2016
Electrical Liasion MRB	Learn MRB process, NCR solving, and production improvements	16 May 2016
Electrical Tests	Learn process for Electrical Tests on DITMCO machine	16 May 2016

General Summary **Manager View Only

Comment	Date Entered
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