

# Ramirez Ivan

## Career File



4 Direct Reports  
5 Total Team

### Personal Information

**First Name** Ramirez Ivan

**Title** 12

**Division** Bell Division

**Department** PC&L

**Supervisor** Garcia Igor

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

**City, State, Country** MEX-Mexico

**Hire Date** 2012-01-20

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

**Years** 32

**Gender** Male

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
05 Aug 2013		Materials	Bell Division	Chihuahua, Chihuahua	Mexico PC&L Supervisor
02 Jan 2012	05 Aug 2013	Materials	Bell Division	Chihuahua, Chihuahua	Mexico Material Planner
05 Aug 2013		Materials	Bell Division	Chihuahua, Chihuahua	Mexico IBP Leader

### 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 Oct 2010	02 Jan 2012	Materials	Labinal SAFRAN GROUP	Aerospace	Chihuahua, Chihuahua	Mexico	Master Scheduler	Individual Contributors
06 Oct 2008	04 Oct 2010		Labinal SAFRAN GROUP	Aerospace	Chihuahua, Chihuahua	Mexico	Production Control	Supervise Individual

## 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
2015	IBP Leader	Textron International of Mexico	Inventory level reduction better than target (23% from JOP )achievement 28M. Launched Integrated Built to Schedule control tool (based on Mix and Volume). Drop shipment receiving FULL transactional functionality (Mex. & Int. Vendors. Gained ownership of TIM-MRP parameters control, definition and adjustment. Wire kitting operations transferred to Wesco Chihuahua facility (wire cut & mark).
2016	IBP Leader	Textron International of Mexico	Design and implemented the BTS integrated 3.0. Implemented LT measurement. Reduction in obsolescence from \$600K to \$400K. Material availability performance in 99%. Design and implemented Unconfigured schedule program in 407 production lines. Balance work for Item 963, 962 and 952 Production lines. To keep flexibility and work balance in production schedule plan for Electrical and subs work centers. Chemicals software implementation at TIM. Adjust Min Max location with new demand. Reduction of \$300K for Indirect material cost,

## 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
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## 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
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Master Degree	Business Administration in quality and productivity	Mexico	Tec Milenio University	Chihuahua, Chihuahua	30 Jul 2012	My tesis was related to line balance for the Item 963 (TurnOver) in Textron International of Mexico
Diploma	Other	Mexico	Bell Helicopter	Chihuahua	04 Mar 2013	Green Belt
Diploma	Other	Mexico	APICS Chapter Chihuahua	Chihuahua	02 May 2011	Supply Chain Managment
Bachelor of Engineering	Industrial Engineering in Quality and Productivity	Mexico	Instituto Tecnologico de Parral	Parral, Chihuahua	05 Jun 2006	I graduated with Honorable mention

Textron Leadership Development			
Course Name	Institution Name	Status	Date Completed
LIFT Conference	Bell Helicopter	Complete	06 Mar 2015
Development of managment skills	icei corporativo	Complete	27 Nov 2014
Work Team	Tec Milenio University	Complete	17 Oct 2014
Internal Auditor in AS 9100 Rev C	Index Chihuahua	Complete	13 Oct 2014
Project Management	DSO	Complete	22 Aug 2014
Development of skills and competences for Supervisor	Index Chihuahua	Complete	24 Jul 2014
Emotional Inteligence	Index Chihuahua	Complete	14 Jul 2014
EAD Culture	Textron International of Mexico	Complete	18 Mar 2015
Bell Safety Management System	Bell Helicopter	Complete	24 Mar 2015
Coaching	Index Chihuahua	Complete	23 Apr 2015
7 Conversations for Exceptional Leaders	Bell Helicopter	Complete	18 May 2015
APICS 1st Module	Chihuahua Chapter	complete	16 Dec 2016
Accountability	Textron International of Mexico	complete	29 Apr 2016
Emotional Intelligence	Textron International of Mexico	complete	31 May 2016
APICS 2nd Module	Chihuahua Chapter	complete	30 Jun 2016
Coaching	REENCUADRE	complete	16 Jan 2017

## Certification

### Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	85 %	85 %	85 %	Study at Ingles Individual School
Spanish	Native	Native	Native	

### Performance History

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

### Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Material Manager	Supply Chain Managment	Bell Division	I'd like to be involved on business strategic decisions related with	16 Mar 2015
Value Stream Manager	Administration	Bell Division	Looking for a value stream management responsibility	16 Mar 2015

### Geographic Mobility

Example. Yes.

Willing to Relocate Yes  
Comments I am willing to relocating with my family  
Date Entered 2017-03-21

### Strengths

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

Competency	Comments	Date Entered
Perspective	Challenges the status quo and creatively	31 Mar 2017

identifies opportunities and improvement

Organizational agility

Assume and take intelligent risks. It recognizes the strategic opportunities for changing consecuanc

31 Mar 2017

Process Management

Great ability to manage tasks and processes responsible quickly and reliably, making the best use of

31 Mar 2017

### Development Needs

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

Competency	Comments	Date Entered
Motivate Others	has difficulty coaching their team	12 May 2017
Developing direct reports & Others	To be more focus on provides challenging and stretching tasks and assignments; constructs compelling development plans and executes them; pushes direct reports to accept developmental moves	12 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
Developing direct reports & Others	Develop SAP training modules for the team. To impart to the team experiences on the powerful beliefs of TIM. Allocate new workloads to the team to challenge them and develop new skills.	31 Mar 2017
Motivate Others	Provide Coaching to the team and be part of the Coaching Program at TIM, Also to achieve the Team\\\'s engagement on 505 & AIDC Transition	31 Mar 2017