

Cervantes Diego

Career File



0 Direct Reports
9 Total Team

Personal Information

First Name Cervantes Diego
Title Manufacturing Engineer
Division Bell Division
Department MM
Supervisor Garcia Igor
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2014-08-05
Years of Service (Not 3 to be used for benefit calculations)
Years
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	Function
09 Jul 2014		Engineering	Bell Helicopter Mexico	Chihuahua, Chihuahua	Mexico	Manufacturing Engineer I
10 May 2016		Engineering	Bell Helicopter Mexico	Chihuahua, Chihuahua	Mexico	Manufacturing Engineer II

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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27 Aug 2013

09 Jul 2014

Engineering Bell Helicopter Mexico

Chihuahua, Mexico

Chihuahua

Manufacturing Engineer Intern

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
03 Jan 2011	12 Mar 2012	Researcher	CIMAV	Research in Alloy Ti-Al	Researching and Development	Chihuahua	Mexico	Researcher
06 May 2013	30 Dec 2013	Area Supervisor	Big Ben Restaurante	Personnel Management and Inventory	Costumer Services	Chihuahua	Mexico	Supervisor
05 Jul 2010	27 Dec 2010	IT Intern	Veyance Technologies	Data Bases Developer	Automotive Industry	Chihuahua	Mexico	Intern
09 Apr 2012	29 Apr 2013	Area Supervisor	Cinepolis	Personnel Management and Inventory	Costumer Services	Chihuahua	Mexico	Supervisor

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	Manufacturing Engineer	Textron International de Mexico	As part of the improvements of TIM. The develop of the TPM (Total Productive Maintenance). In which the management of the 525 team was very important in order to create the 3D visual aids to help production, how to inspect the critical tools in the line. Whit this we had a reduction on defects related with tooling (JIGS).
2015	Manufacturing Engineer	Textron International de Mexico	Provide a new CATIA V5 training focused on tool design. This help the Manufacturing Engineer department to develop their tools, and reduce time and defects on the process. Also the creation of an internal Data Base of CATIA models for 429 is a very helpful tool with quickly access. In which we can obtain measurements that are not reflected on the Engineering Drawing and information for improvement projects as TPM.
2016	Humiseal COLO	Textron International de Mexico	Reduce in a 70% the time of Humiseal application on Roof Assembly 429. Changing the way of application covered by Drawing notes.
2016	Manufacturing Engineer II	Textron International Mexico	Provide CATIA V5 basic training in order to help Milton Contreras with the tool inspector certification. 40 hours training.

2016	Manufacturing Engineer II	Textron International Mexico	Provide CATIA V5 basic training in order to help Milton Contreras with the tool inspector certification. 40 hours training.
2016	Manufacturing Engineer II	Textron International Mexico	Be proactive in re sequence project of I-58 from 525. Closing 24 assignments in two months with a FPY of 98%.
2017	Manufacturing Engineer II	Textron International Mexico	BD-136-1-1285 and BD-136-1-.1645 has no inventory movement since 2015. They also require an drill adapter which increase the cost and liability of the project. Cutting Tools BD-136-1-1285 .1285-.098 and BD136-1-1645 .1645-.1285 are applicable for TIM different areas. We will cut the BD's in accordance of shop floor requirements in order to consume the stock.
2017	Manufacturing Engineer II	Textron International Mexico	Provide shop floor support to 429 Nose Assembly, helping with planning set up for FAI, incorporation of changes by OM thru SFM, and common manufacturing support to production people. Affecting the Eliminate Reworks and Defects, Execute at Speed of the costumer metrics.
2017	Manufacturing Engineer II	Textron International Mexico	Apply to MRB position. Receiving the MRB training provided by N. Tapper and W. Faessler. Finish the complete process until the kick off. As well as receive a cross training provided by J. Quezada, learning all the basis and essentials about MRB philosophy and methodologies.
2017	Manufacturing Engineering II	Textron International Mexico	Work as a leader for the 525 team in Mexico, providing guide and lean solutions for our issues related on the main metrics we have (OTC, FPY) implementing tools as PDCA, CheckLists and documentation for all the findings as Feedback Log file. Leading the Lafayette planning implementation with projects as Resequencing projet for I-58. Being pioneer in the MOD Analysis process in Mexico, generating Mexico team which implement the Engineering Changes, understand better the changes and distribute the workload in an efficient way. As a result the 2017 closed with better numbers in our dashboard
2017	Manufacturing Engineer	Textron International de Mexico	Help Legacy programs with CCB Clean up project, in which proactively I analyze a initial list of part umbers with discrepancies detecting the report was wrongly set up. After a proper set up of the report I help to obtain a solution for each case, and after that guide the 525 team to execute the solutions prior

			analyzed by me through ENOVIA /CAMS systems.
2017	Manufacturing Engineer	Textron International de Mexico	Work actively in the company HR events as Open House and TEA, helping with publicity, organization and diffusion of the events. As well as be a efficient and proactive decision maker. Helping to engage all the personnel in the company.

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
US	CATIA Training	1 month	Bell Helicopter	Training in CATIA V6 Basic Features
United States	525 Program	1 Year	Bell Helicopter	Working with US Engineers, sharing knowledge and work related with the develop of visual instructions for 525
Canada	505 Crystallization Project	Current	Bell Helicopter	Develop and stablsh the standards for the FAB to IK conversion, as well as the workload flow and the documentation for this project. Work as leader and liaison between TIM and MIR teams.

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					
Computer Systems Technician	CAD Software	Chiahuahua	Colegio de Estudios Cientificos y Tecnologicos de Chihuahua	Av. de las Industrias y Av. Dostoyevsky	12 Jul 2010
Barcherlor Aerospace Engineering	Mechanical	Mexico	Universidad Autonoma de Chihuahua	Circuito Universitario 1300, Chihuahua, Chihuahua, Mexico.	29 May 2015

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Project Management	DSO	Completed	06 Sep 2014
GD&T	Textron International Mexico	Completed	19 Jul 2014
CATIA V6 Training	Bell Helicopter	Completed	25 Jul 2014
Bell System Training	Textron International Mexico	Completed	17 Jul 2015
VSM	Textron International Mexico	Completed	07 Apr 2016
Accountability Culture	Textron International Mexico	Completed	26 Feb 2016
Innovation and Creativity	External	Completed	08 Jul 2016
Emotional Intelligence	External	Completed	20 May 2016
GD&T	Textron International Mexico	Completed	20 Oct 2017
NDT	Textron International Mexico	Completed	18 Oct 2017
Primeros Auxilios Cruz Roja	Cruz Roja Mexicana	Completed	20 Jan 2018
CATIA V4 Training	Bell Helicopter	Completed	27 Sep 2018
MRB Philosophy	Bell Helicopter	Completed	12 Jun 2017
Herramientas de Calidad	DSO	Complete	17 Nov 2017
SPC/MSA	Textron International Mexico	Complete	18 Jan 2018

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish				Mother Tongue
English	75%	80%	75%	

Performance History

Start Date	End Date	Rating
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01/Jan/2014	31/Dec/2014	3
01 Jan 2017	31 Dec 2017	4
01 Jan 2016	31 Dec 2016	4
01 Jan 2015	31 Dec 2015	4

Talent Assessment **Manager View Only

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

Strategic Fit Green
Probability of Loss High
Impact of Loss Medium
Potential Emerging Leader
Date Entered 2018-05-31

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
Team leader	PE/Tech. Support	TIM	Ready now	31 May 2018
Team leader	FLL	TIM	Ready now	31 May 2018

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
1	Manufacturing Engineer	Engineering	Have a cross training with a Manufacturing Engineer from shopfloor to understand and learn more about the process and specifications, problem solutions and product understanding	20 Apr 2016
1	MRB	Engineering	Be part of the MRB team, in order to help production support with NRC resolution. Looking forward to prevent NCRs	21 Feb 2017

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments It will be for me a great experience to change
Date Entered my daily life, know other places, keep learning
about this incredible job, met new people, and
help the company to growth the business.
2018-05-31

Strengths

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

Competency	Comments	Date Entered
3DVia Composer	Innovate software to create Visual Aids	01 Feb 2018
CATIA V4,V5,V6	Strong knowledge in design software	01 Feb 2018
Influence Without Limits	Help others, share knowledge and be always accountable	01 Feb 2018
Passion for Costumber Success	Committed with company key performance indicators	01 Feb 2018
Leadership	Leadership skills to guide his team and interact with other areas of the organization to get common	31 May 2018
Project Management	Capable to manage customer service and engineering projects	31 May 2018

Development Needs

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

Competency	Comments	Date Entered
FLL Cross Training	Cross training with FLL to develop human resource administration learning.	01 Feb 2018
Project management "hands on" training	Develop project management skills via assigning follow up on alternative workload for the team attracting new roles and duties to the technical support team.	01 Feb 2018

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
FLL Cross Training	Cross training with FLL to develop human resource administration learning.	01 Feb 2018
Project management "hands on" training	Develop project management skills via assigning follow up on alternative	01 Feb 2018

workload for the team attracting new roles and duties to the technical support team.

General Summary **Manager View Only

Comment	Date Entered
Diego ha demostrado constantemente sus capacidades de liderazgo en el equipo de 525, influenciando de manera propositiva las interacciones de soporte con el piso, ha enfocado una parte importante de su día a día en actividades de entrenamiento cruzado con MRB en 2017 y en 2018 con la función de FLL, Necesita trabajar personalmente en alinear tu plan de desarrollo profesional con tu plan de desarrollo personal y continuar usando tus capacidades de liderazgo para influenciar y encausar al equipo a ejecutar de maneras más eficientes, rápidas e innovadoras.	31 May 2018