

Karina Margarita Alire Montoya

Career File



0 Direct Reports
3 Total Team

Personal Information

First Name Karina Margarita
Alire Montoya

Title Manufacturing
Engineer

Division Bell Division

Department 407 Structural &
Electrical

Supervisor Antonio Ramirez
Mariscal

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

City, State, Country MEX-Mexico

Hire Date 2012-10-26

**Years of Service (Not 2
to be used for benefit
calculations)**

Years 25

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
26 Oct 2012		Manufacturing Engineer	TIM	Chihuahua, Chihuahua	Mexico

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
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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
2012	Manufacturing Engineer	TIM	BSM Transition
2015	Manufacturing Engineer	TIM	DTL Transition

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	BSM Transition	6 weeks	TIM	
Canada	Liason	1 month	TIM	

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					
Electromechanic Engineer			ITCH	Chihuahua, Mex.	08 Mar 2013
Electromechanic Technical			CBTIS #122	Chihuahua, Mex.	01 Jun 2007

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Project management	TIM	completed	05 Sep 2014
Lean Manufacturing	Lean Consulting Group S.C.	Completed	21 Jun 2014

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	75	75	75	
Spanish	Native	Native	Native	

Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	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
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Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments 2015-04-06
Date Entered

Strengths

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

Competency	Comments	Date Entered
Influence without limits		15 Jul 2015
Passion for success		15 Jul 2015

Development Needs

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

Competency	Comments	Date Entered
Directed performance and give results		15 Jul 2015

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
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General Summary ****Manager View Only**

Comment	Date Entered
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