

# Palacios Victor

## Career File



0 Direct Reports  
6 Total Team

### Personal Information

**First Name** Palacios Victor

**Title** Supervisor de  
Seg e Higiene

**Division** Bell Division

**Department** Human  
Resources

**Supervisor** Manriquez Nancy

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

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

**Hire Date** 2013-12-06

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

**Years** 56

**Gender** Male

### Successors

Name	Readiness	Current Title	# of other nominations
------	-----------	---------------	------------------------

### Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
------	-----------	--------------	---------------

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
24 Aug 2015	EHS	EHS Supervisor	TIM	Chihuahua	México
13 Dec 2013	21 Aug 2015	EHS Technician	TIM	Chihuahua	México

### Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
------------	----------	-------	---------------	-------------	---------	----------

## Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
------------	----------	-------	--------------	------------------	-------------	---------	----------	--------------

## 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
2016	EHS Supervisor	STPS	Update in Labor and Safety Normativity imparted by Labor Secretariat (STPS) Focused on the NOM-010 and the new system to report accidents to the authority.
2015	EHS Supervisor	Textron International Mexico	Conducted benchmarking exercise between INTERMEX-TIM-SUMIDENSO at TIM facilities, in an effort to strengthen the focus on safety by the three entities. I made a presentation about Safety Culture at TIM and a plant tour to employees of SUMIDENSO from different departaments: EHS, Maintenance and Human Resources.
2015	EHS Technician	Textron International Mexico	Coordinated the training \"Bell Safety Management System\" with support from Jason Kravik and Brian Mize from Bell Helicopter FTW. The training was given to all leaders from Chihuahua.

## 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
---------	-------------------	---------------------	--------------	----------

## 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
BS in Chemical Engineering		Mexico	Instituto Tecnologico Regional de Chihuahua	Chihuahua, Chih.	30 Jun 1982

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
-------------	------------------	--------	----------------

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	100 %	100 %	100 %	Native language
English	85 %	90 %	95 %	

Performance History

Start Date	End Date	Rating
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 Green  
Probability of Loss Low  
Impact of Loss High  
Potential High Performer  
Date Entered 2016-04-21

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
-------	----------	---------------	-----------	--------------

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
EHS Supervisor	EHS	TIM	There has been a lot of experiences that took me into this journey. Safety Culture is in better level. To keep and to improve it is a Nex Challenge. Near Misses were a core and now Safety	18 Mar 2016

Observations. This is very important because it impacts directly to the mind of the employee. Now TIM has given us more tools and information in order to reach the goals. Accountability is a key word to reach them.

### Geographic Mobility

Example. Yes.

Willing to Relocate	No
Comments	Not at this moment due to my wife likes
Date Entered	Mexico. We have already bought a new house also. 2016-03-18

### Strengths

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

Competency	Comments	Date Entered
Dealing with Ambiguity	I am always interested in learning something new every day. New challenges coming from our customers	11 Mar 2016
Integrity & Trust	My acts in accordance with my thinking and values = Confidence	11 Mar 2016

### Development Needs

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

Competency	Comments	Date Entered
Customer Focus	Need to make myself more visible on production floor. Need to improve my responsiveness under the customer needs.	11 Mar 2016
Strategic Agility	Need to have better vision of EHS projects. Work on improving my skills to get employees buy in to EHS.	11 Mar 2016
Process Management	Need to update knowledge on Mexican Norms & Regulations in order to ensure we are legally compliant.	11 Mar 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
Knowledgege	Follow up to legal requirements through Norms focused internal inspection and corrective actions taking into account the knowledge and experience of the employees that work in the inspected areas to be able to take corrective actions.	18 Mar 2016
Accountability	Focus on \"What else can we do\" in terms of Safety Observations. Collaborate across boundaries and levels of management. Work closely with FLL and Managers during meetings and personal interactions to increase influence.	18 Mar 2016
Sustainability Projects	Take ownership of Sustentability Projects. Work in collaboration with Maintenance and Engineering to take advantage of the opportunity to improve savings on Energy. Develop and implement an Energy Saving program to lead us to achieve the expected results.	

#### General Summary \*\*Manager View Only

Comment	Date Entered
Victor has been in the supervisory role for 9 months and has demonstrated good knowledge and skills to perform this job. He will need to focus heavily on taking command of the Environmental side of the business, in order to ensure we are meeting our targets.	22 Apr 2016