

Alba Cristina

Career File



0 Direct Reports
4 Total Team

Personal Information

First Name Alba Cristina

Title Front Line
Leader

Division Bell Division

Department 407 Structural &
Electrical

Supervisor Viramontes
Adolfo

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

City, State, Country MEX-Mexico

Hire Date 2013-03-15

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

Years 31

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
15 Mar 2013	03 Dec 2015	Engineering	Textron International Mexico	Chihuahua, Chih. Manufacturing Engineer	Mexico
04 Dec 2015		Production Structural	Textron International Mexico	Chihuahua, Chih. Front Line Leader	Mexico

Early Textron Job History not Reflected in Textron Job History Above

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

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
08 Jan 2007	16 May 2008	Engineering	Labinal, Inc.	Wiring Aerospace	Pryor, Oklahoma	USA	Manufacturing Engineer Intern	Individual Contributor
24 Nov 2008	14 Mar 2013	Engineering	Hawker Beechcraft	General Aviation	Chihuahua, Chih.	Mexico	Manufacturing Engineer	Individual Contributor
06 Apr 2009	17 Sep 2010	Operations	Hawker Beechcraft	General Aviation	Wichita, Kansas	USA	Logistic & Transition Engineer	Individual Contributor

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
2008	ME Internt	Labinal Inc.	Implementation of the new 787 Boeing Model; worked as a liaison between the design and engineering teams for the release and design changes of the foamboards used to manufacture the electrical harness.
2009	ME Internt	Labinal Inc.	Engineering on site support at Spirit Wichita Facility; part of the team in charged to apply the engineering changes on the already installed electrical harnesses on the 787 Boeing Nose.
2010	Logistic & Transition Engineer	Hawker Beechcraft	Member of the logistic and transition team at Wichita Kansas Facility; team in charge of the transition of part details, small and mayor assemblies from Wichita & Salina Kansas facility to Chihuahua Mexico Plant.
2010	Transition Engineer	Hawker Beechcraft	Transition of the Horizontal Stabilizer for a H987 Mid size privet Jet from Spirit Company Scotland Facility to Chihuahua Plant.
2012	Transition Engineer	Hawker Beechcraft	Design & Manufacturing Liaison Engineer changes between Chihuahua and Wichita facility. Link that drove the design changes since the request of the change until the manufacturing implementation.
2013	Manufacturing Engineer	Textron International Mexico	Work Instruction clean-up project for the paint shop and sub assemblies areas; project focused on the correction and improvement of the work instructions in order to reduce defects and scrap caused by wrong manufacturing work

			instructions.
2014	Manufacturing Engineer	Textron International Mexico	Implementation of the EPI Structural Engineering change for the new 412 EPI Model; main tasks performed creation of the work instructions, analysis of the design against the work instruction, creation of jigs and support on the manufacturing of the assembly.
2014	Manufacturing Engineer	Textron International Mexico	Certification on Brush Passivation Special Process for steel components which provides autonomy and savings to the company
2014	Manufacturing Engineer	Textron International Mexico	Design member of a High Performance Teams implementation project based on the continuous improvement methodology. The objective is to develop the leadership and continuous improvement knowledge on the work force to drive the company goals.

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
USA	Internship	1 and half	Labinal Inc.	Worked on the Engineering Team for the brand new 787 Boeing Model
USA	Engineering Services	1	Labinal Inc.	Engineering on site supoport at Spirit Wichita Facility for engineering changes on 787 Boeing Electrical Harnesses.
USA	Logistic & Transition Engineer	1 and half year	Hawker Beechcraft	Part of the logistic and transition group of small and mayor assmblies to Chihuahua Facility.
Scotland	Transition Engineer	lees than a year	Hawker Beechcraft	Transition of the Horizontal Stabilizer of a Mid Size Jet

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					
Engineering	Industrial	Mexico	Instituto Tecnologico de Delicias	Cd. Delicias	19 Oct 2007

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
High Performance Teams	Centro Chihuahuense de la Calidad & Productividad	60 hrs.	31 Mar 2015
Lean Manufacturing	Lean Consulting Group & Index Chihuahua	24 hrs Completed	17 May 2014
Project Management	Index Chihuahua	17 hrs Completed	23 Aug 2014
Quick Response Teams	Index Chihuahua	5 hrs Completed	14 Aug 2014
GD&T	TIM	8 hrs Completed	19 Oct 2013
Front Line Leadership Training	Bell Helicopter DFW	80 hrs	12 Feb 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish				Native Language
English	90%	90%	90%	3 year of living & working at USA

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

Yes

Probability of Loss

Low

Impact of Loss Low
Potential High
Date Entered 2016-05-17

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
Management	Operations Manager	All	3-5 years	17 May 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Leadership	Project Lead	Transitions & New Projects	Manage all the aspects of products transitions from one facility to another within the same company or from a supplier.	20 Mar 2015

Geographic Mobility

Example. Yes.

Willing to Relocate Yes.
Comments I have always like to work & live abroad, face
Date Entered new challenges and meet new cultures.
2015-03-20

Strengths

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

Competency	Comments	Date Entered
Learning on the Fly	Learns quickly when facing new problems; analyzes both success and failures for clue to improvement	20 Mar 2015
Integrity & Trust	Is widely trusted, is seen as a direct, truthful information in a appropriate and helpful manner	20 Mar 2015
Informing	Provides the information people need to know to their jobs and to feel good about being a member of	26 Feb 2016
Self Development	Is personally committed to and actively works to continuously improve,	29 Feb 2016

understands that different situ

Assertiveness

Cristina is not afraid of taking desicions
and She passes clear and assertive
expectations to the ta

17 May 2016

Development Needs

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

Competency	Comments	Date Entered
Drive for results	Can be counted on to exceed goals successfully; constantly and consistently one of the top performance; very bottom-line oriented, steadfastly pushes self and others for results	20 Mar 2015
Managing Vision and Purpose	Communicates a compelling and inspired vision or sense of core purposes	20 Mar 2015
Customer Focus	Dedicate to meeting the expectations and requirements of internal and external customers	29 Feb 2016
Perspective	Looks toward the broadest view of an issue / challenge	29 Feb 2016
influence Across boundaries	Cristina has to find the way to influnce others and mainly the tactical team through the coaching process	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
Current Job	Currently taking coaching sessions to improve my strengths and develop the needs.	20 Mar 2015
Influence across boundaries	Take coaching process certification	17 May 2016

General Summary **Manager View Only

Comment	Date Entered
cristina is an smart leader with analitical skills who is not afraid of taking desicions	17 May 2016

