

Diaz Homero

Career File



0 Direct Reports
9 Total Team

Personal Information

First Name Diaz Homero

Title Ingeniero de
Calidad

Division Bell Division

Department Calidad

Supervisor Chavez Pedro

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

City, State, Country MEX-Mexico

Hire Date 2013-05-10

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

Years 30

Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Aaron Mendoza	Ready	QA Engineer	0

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					
04 May 2015		Quality Engineer	Quality - Bell Helicopter	Chihuahua, Chihuahua	Mexico Quality Engineer
10 May 2013	03 May 2015	Quality MRB Engineer	Quality - Bell Helicopter	Chihuahua, Chihuahua	Mexico Quality MRB Engineer

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
06 Dec 2010	09 May 2013	Quality Engineer	Beechcraft	Aerospace	Chihuahua, Chihuahua	Mexico	Quality Engineer	Engineer

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	Quality Engineer	Textron International México - Bell Helicopter	Reduction of Internal/External Escapes at Sub-assembly Area to zero on the last 2 months of 2015. 40% DPU reduction respect to the 2015 Goal from the Assembly Line Model 429. 45% DPU reduction respect to the 2015 Goal from the Assembly Line Model 407. 51% DPU reduction respect to the 2015 Goal from the Assembly Line Model 412.
2016	Quality Engineer	Textron International México - Bell Helicopter	In 2016 vs 2015: 81% Reduction of External Escapes (NCRs with charge to TIM created at MIR). 47% Reduction of DPAs in VS429 (Items 958, 944, 942, 949, 961 and 930). 65% Reduction of Scrap in VS429 (Assy Line's Scrap).
2017	Quality Engineer	Textron International México - Bell Helicopter	Reduction of External Escapes 81% in Strctural Area VS429. DPA reduction of 36% from 11 DPA in 2016 to 7 DPA in 2017. Scrap goal keep in 30% reduction.

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
Singapore	Education	2 Months	National University of Singapore	Summer Course - Project Development
USA	Job	6 Months	Hawker Beechcraft	Transference Program
Canada	Job	1 Month	Bell Helicopter	Support as Quality Liaison Engineer

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 and Systems Engineer	Mexico	ITESM Campus Chihuahua	Chihuahua, Chih.	10 Dec 2010

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
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Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%	80%	80%	TOEFL 560
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
01 Jan 2017	31 Dec 2017	3
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 Low
Impact of Loss High
Potential Promotable
Date Entered 2017-05-12

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
Manager	Quality	TIM	1-3 years	12 May 2017

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Superintendent	Quality/Engineering Superintendent	Bell/Textron Aviation	In order to increase my leadership skills	18 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate No
 Comments 2016-05-17
 Date Entered

Strengths

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

Competency	Comments	Date Entered
Focus in the costumer	Most advanced area in OV Project, giving the possibility to support production needs faster.	17 May 2016
Integrity and reliance	DPU reduction 41% respect to 2014 results.	17 May 2016
Integrity and reliance	47% Reduction of DPAs in VS429	03 Mar 2017

Development Needs

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

Competency	Comments	Date Entered
Inform to others	Need to inform to others about my daily job, I will cover this keeping informed by using Accountability Meeting.	17 May 2016
Strategic Agility	Learn management strategies from QA manager Pedro Chavez.	03 Mar 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
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Motivate to others	Motive to collaborators showing them the positive results every month. Let them know how the strategies applied are giving results and drive to focus in a positive participation.	03 Mar 2017
Strategic Agility	Learn management strategies from QA manager Pedro Chavez, read books referent to Management and do benchmarking in others companies about Quality Strategies.	03 Mar 2017

General Summary **Manager View Only

Comment	Date Entered
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Homero is an example for all the Quality Engineers in his methods to handled Quality issues and to control potential failures modes in the process, he is has been developed new talent which are being hired as Quality Engineers and Manufacturing Engineers, he is a Mentor for all the QA Team and always provide good feedback to the team to improve the relationship, he always contribute with new ideas and is open to different options to mitigate potential issues in the process.

27 Jun 2018

Homero has been changing of areas as quality engineer and has accomplish excelentent results. Requieres to define his strategy to develop others and make them succesful with his guidance

16 May 2016

