

Ayala Carlos

Career File



0 Direct Reports
10 Total Team

Personal Information

First Name Ayala Carlos
Title Ingeniero de Manufactura
Division Bell Division
Department PE & CI
Supervisor Murguia Sergio
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2013-03-28
Years of Service (Not 5 to be used for benefit calculations)
Years 33
Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Javier Aranda	Ready now	Manufacturing Engineer	

Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
MRB Engineer	Ready 1 - 3 years		29-April -2016

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
28 Mar 2013	ME		407 / 429	Chihuahua	México

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
02 Jul 2012	14 Dec 2012	Field Technician	Raytheon Corp.	Security	Las Cruces, NM	USA	Test Surveillance Equipment	
29 Jan 2010	25 Jun 2010	Intern	CIMAV	Advanced Materials Investigations and Development	Chihuahua, Chihuahua	México	Research Assistant	Assistant

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
2017	ME	Bell	- Currently supporting 407’s 963, 962, 954 & 952 Items. - Currently supporting all engineering related activity for DTL’s major assemblies transition. - Currently developing tooling designs, looking forward to acquire autonomy on these processes.

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
United States	Bachelor of Science	5	New Mexico State University	
United States	Part time job	1	Raytheon Corp	Field Technician
India	Support & Training	Less than 1	Dynamatic Technologies Limited India	Provided guidance and training to meet on time completion and deliveries

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	Aerospace Engineer	United States	New Mexico State University	Las Cruces, NM	11 May 2012
Comments					

Minor Degree	Mechanical Engineering	United States	New Mexico State University	Las Cruces, NM	11 May 2012
Master of Engineering	Administrative Engineering	México	ULSA	Chihuahua	25 May 2018
Textron Leadership Development					
Course Name	Institution Name	Status	Date Completed		
Lean Manufacturing		Completed	15 Mar 2014		
Project Management		Completed	19 Apr 2014		
Personal Protective Equipement	CENALTEC	Completed	21 Feb 2014		
GD & T	TIM	Completed	23 Aug 2013		
Polyworks Inspector	innovmetric	Completed	16 Jan 2015		
Kaizen		Completed	18 Sep 2015		
Value Stream Mapping	Lean Consulting Group	Completed	26 Apr 2016		
Accountability	BHM	Completed	05 May 2016		
Statistical Process Control	TEXTRON	Completed	19 Jan 2018		
Measurement System Analysis	TEXTRON	Completed	10 Mar 2018		
MRB Cross Training	TIM	Completed	19 Aug 2016		
Neuro Linguistic Programming	TEXTRON	Completed	19 May 2017		
Emotional Intelligence	TEXTRON	Completed	21 Apr 2017		
Language Capability					
Example. English 800 points TOEIC tool					
Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments	
English	Advanced Mid	Advanced Mid	Advanced Mid	91 Points TOEFL	
Performance History					
Start Date	End Date	Rating			
01/Jan/2013	31/Dec/2013	2			
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 Medium
 Impact of Loss High
 Potential Emerging Leader
 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
Leader	PE Leader	TIM	Ready Now	27 Jun 2018

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Management	Operations Manager	Integrated Operations	Demonstrated leadership skills and continuous educational and professional preparation serve as a solid background to occupy position effectively and with responsibility	13 Apr 2018

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
 Comments 2018-04-13
 Date Entered

Strengths

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

Competency	Comments	Date Entered
Persistence	Client and colaterals rated as a strength	15 May 2017
Learn on the Go	Client and colaterals rated as a strength	15 May 2017
Creativity	Client and colaterals rated as a strength	15 May 2017
Promote change	Client and colaterals rated as a strength	27 Jun 2018
Help others to succeed	Client and colaterals rated as a strength	27 Jun 2018
Excellence based on discipline	Client and colaterals rated as a strength	27 Jun 2018

Development Needs

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

Competency	Comments	Date Entered
Team integration	Actively participate in generating programs that promote tactical team integration	15 May 2017
Discuss and Support Decisions	Improve negotiation skills to achieve a successful team work	27 Jun 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
Make the impossible possible	With the objective of achieving 1.5 days move rate on Cabins and Tail cones on 505 program: Currently helping Aernnova to improve performance of operations, by promoting accountability at all levels, enabling a culture of excellence.	27 Jun 2018
Find a better way	With the objective of achieving 1.5 days move rate on Cabins and Tail cones on 505 program: Inducing a systematic work methodology based on "The 4 Disciplines of Business Execution" by realigning efforts of production and support departments and influencing a mindset change to generate a sense of ownership and awareness of the importance of the integrity of our products.	27 Jun 2018

General Summary **Manager View Only

Comment	Date Entered
Carlos is currently doing activities to coordinate teams outside of the	27 Jun 2018

organization (supplier Aernova in Querétaro), helping to achieve the results and coordinate activities between different plants: TIM, MIR and Aernova. This exposure can give him the experience to take new responsibilities in the short term and the opportunity to increase his negotiation skills and achieve goals.

Carlos continues to be recognized as on the floor technical expert he needs to keep working organizational strategy reading to assure expected results are achieved, he needs to work on teach and learn from others to increase networking

12 May 2017