

# Anchondo Luis

## Career File



0 Direct Reports  
20 Total Team

### Personal Information

**First Name** Anchondo Luis

**Title** Front Line  
Leader

**Division** Bell Division

**Department** 429 Structural &  
Subassemblies

**Supervisor** Chavez Pedro

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

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

**Hire Date** 2015-12-04

**Years of Service (Not 0  
to be used for benefit  
calculations)**

**Years** 30

**Gender** Male

### Successors

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

Daniel Cereceres	Strong background as FLL in electrical and structural area, focused on goals, drive continuous improvement through HPT	Planner	
------------------	--	---------	--

### Current Nominations

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

### Textron Job History

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

04 Dec 2015		Front Line Leader	BMX	Chihuahua, Chih	Mexico
	Integrated operations				

19 Apr 2016	03 Dec 2015	Value Stream Leader	Aerospace	Chihuahua, Chih	Mexico
-------------	-------------	---------------------	-----------	-----------------	--------

2012	2015	- Integrated operations
------	------	-------------------------

Early Textron Job History not Reflected in Textron Job History Above						
Start Date	End Date	Title	Business Unit	City, State	Country	Function
19 Apr 2012	03 Dec 2015	Production Supervisor		Chihuahua, Chi	Mexico	Production

Non - Textron Job History								
Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
19 Apr 2012	03 Dec 2015	Production	Beechcraft	Aerospace	Chihuahua, Chih.	Mexico	Supervisor	VSL

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	
2014	Reduction of move rate	Beechcraft	- Improved process Mate KA with a new JIG (Front Nose), reducing manpower from 6 to 4 persons, implementation will Tool (Eliminate manual traces, more ergonomic processes, reduction of transport (painting process), we have reduced DPA in a period 30-90 days from average 60 defects for week to an average 5 for week,	
2016	On time completion	Bell Helicopter	This first trimester we have on time deliveries on roof, floor, aft and nose VS429	
2016	Scrap reduction	Bell Helicopter	The first trimester scrap reduction was a 70% approximate	

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
Comments					
Bachelor degree	Mechanical Engineer	Mexico	ITCH	Chihuahua	15 Dec 2011

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
SAP	Beechcraft	Completed	16 Nov 2012
Problem Solving	Beechcraft	Completed	15 Jul 2015
Emotional Intelligence	Bell	Completed	22 Apr 2016
Repair of fiber glass	Beechcraft	Completed	17 Sep 2012
Labor Relations for Supervisor	Beechcraft	Completed	18 Oct 2013
• True Colors applied personal administration and quality principles.	Beechcraft	Completed	15 Jul 2013

Language Capability

Example. English 800 points TOEIC tool

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

Performance History

Start Date	End Date	Rating
------------	----------	--------

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 Low  
Potential Valued  
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
Strategic	Operations Manager	Bell Helicopter	3-5 years	17 May 2016

### Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Superintendent	Integrated operations	BMX		23 Feb 2016
Manager	Operations	TIM		11 May 2016

### Geographic Mobility

Example. Yes.

Willing to Relocate Yes  
Comments - I would like in the future work in Textron but  
abroad.  
Date Entered 2016-05-11

### Strengths

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

Competency	Comments	Date Entered
Problem solving	When a problem occurs without even knowing the process I can give solutions corrective actions	11 May 2016

### Development Needs

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

Competency	Comments	Date Entered
Business Acumen	Do not know flows, specifications and systems to operate in Bell Helicopter	11 May 2016
Coaching	In the project accountability sometimes I did not have all answers to my team when given feedback.	11 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
Coaching	- Learn to give coaching to anyone. -	11 May 2016

Learn to listen when I am a forum and sessions one to one to feedback.

Business Acumen

- Training (FLL). - Cross training with other departments and learn more about business

11 May 2016

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

**Comment**

**Date Entered**

Luis have a strong background in the aerospace industry, he use to work in Hawkerbeechcraft as VSL, he is very receptive person and takes feedback and uses for improve, his leadership is based in trust and encouraging teams, he needs to learn more the business and other process as Engineering and Quality

16 May 2016