

# Rubio David

## Career File



0 Direct Reports  
20 Total Team

### Personal Information

**First Name** Rubio David  
**Title** Supervisor de Mantenimiento  
**Division** Bell Division  
**Department** CI & Tech. Support  
**Supervisor** Saenz Antonio  
**Location** T.I.M. - Bell Helicopter plant (BHMBU-BC777)  
**City, State, Country** MEX-Mexico  
**Hire Date** 2015-04-06  
**Years of Service (Not 1 to be used for benefit calculations)**  
**Years**  
**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
06 Apr 2015		Maintenance Supervisor	TIM	Chihuahua, Chih.	Mexico

### 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	End	Title	Company	Type of	City, State	Country	Function	Type of
-------	-----	-------	---------	---------	-------------	---------	----------	---------

Date	Date	Name	Business				Role
01 Sep 2014	03 Apr 2015	Test Engineer	Xylem	Manufacturing	Chihuahua, Chih.	Mexico	Engineering
19 Dec 2011	29 Aug 2014	Automation Engineer	Intersec Industrial	Mining Instrumentation and control	Chihuahua, Chih.	Mexico	Engineering
14 Apr 2008	16 Dec 2011	Controllers Engineer	Sofi de Chihuahua (Essilor)	Manufacturing	Chihuahua, Chih.	Mexico	Maintenance
17 Jul 2006	11 Apr 2008	Projects Engineer	DigiControl	Automation and control	Chihuahua, Chih.	Mexico	Engineering

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	Maintenance Supervisor	TIM	Configuration of EAM system for preventive and corrective maintenance management.
2015	Maintenance Supervisor	TIM	24% Reduction in electricity power consumption vs 2014. 31% Reduction in over time per technician vs Q1 2015.

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					
Electronic Engineer	Control and Instrumentation	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua	15 Jun 2005

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Crucial Conversations	Textron University	Completed	26 May 2015
Projects administration	DSO	Completed	28 Apr 2015

Coaching	LTS	Completed	30 Apr 2015
Kaizen	DSO	Completed	02 Oct 2015

Language Capability				
Example. English 800 points TOEIC tool				
Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	75%	90%	90%	

Performance History		
Start Date	End Date	Rating
06 Apr 2016	31 Dec 2016	3

Talent Assessment **Manager View Only				
Data in this section is displayed on the Succession Org Chart.				
		Strategic Fit		
		Probability of Loss		
		Impact of Loss		
		Potential		
		Date Entered		

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

Geographic Mobility				
Example. Yes.				
		Willing to Relocate	Yes	
		Comments	2015-06-16	
		Date Entered		

### Strengths

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

Competency	Comments	Date Entered
Perseverance		01 Feb 2016
Learning on the Fly		01 Feb 2016

### Development Needs

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

Competency	Comments	Date Entered
Developing Direct Reports & Others	Working on it with development plan.	01 Feb 2016
Motivating Others	Working on it with development plan.	01 Feb 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
Managerial Courage	Reading book: "The Courage to Act: 5 Factors of Courage to Transform Business".	01 Feb 2016
Developing Direct Reports & Others	Emotional Intelligence Course	01 Feb 2016
Motivating Others	Reading book: "The situational Leader".	01 Feb 2016

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

Comment	Date Entered
---------	--------------