

# Haller Nancy

## Career File



**0** Direct Reports  
**5** Total Team

### Personal Information

**First Name** Haller Nancy

**Title** 15

**Division** Bell Division

**Department** Human  
Resources

**Supervisor** Manriquez Nancy

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

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

**Hire Date** 2013-06-03

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

**Years** 47

**Gender** Female

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
03 Jun 2013		OD Coordinator	Textron International Mexico	Chihuahua, Chihuahua	Mexico Human Resources

### 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
25 May 1995	02 Sep 2008	Accountant	GCC (Grupo Cementos de Chihuahua)	Cement Company	Chihuahua, Chih.	Mexico	Accounting	Individual Contributor
02 Sep 2008	31 May 2013	Corporate Human Capital Analyst	GCC (Grupo Cementos de Chihuahua)	Cement Company	Chihuahua, Chih.	Mexico	Human Resources	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
2014-2015	OD Coordinator	Textron International Mexico	1. High Performing Teams Implementation. 2. Diagnostic of organizational culture and effectiveness.
2016	OD Coordinator	Textron International Mexico	1. Training and Development on Accountability Culture. 2. Analysis and design for changing limiting beliefs to powerful beliefs for achieving results. 3. Diagnostic and coordination of organizational culture and effectiveness, for the Chihuahua Award for Competitiveness 2016.

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	Trainer	1 month	GCC Cement	PMP implementation at international locations

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	Accounting	Mexico	Universidad Interamericana del Norte	Chihuahua, Chihuahua	31 Dec 2006	

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
High Performance Teams	Centro Chihuahuense de la Calidad & Productividad	60 hrs. - Become Expert Model	31 Mar 2014
Crucial Conversations	Textron University - Karen Nelson		18 Sep 2014
4 DX Discipline	External - Armando Mercado		26 Nov 2014

Executive Coaching	Universidad Autonoma de Chihuahua	Certification	05 Dec 2014
Bell Safety Management System	Bell Helicopter - VP EHS	12 hours-	26 Mar 2015
7 Conversations for Exceptional Leaders	Textron University	Completed	19 May 2015
Accountability Self & Others Track	DOOR Training	Completed	11 Nov 2015
Accountability-Culture	DOOR Training	Completed	02 Feb 2016
Emotional Intelligence	External	Completed	13 May 2016

### Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	Fluent	Fluent	Fluent	TOIEC Score: 800 Points
Spanish	Native	Native	Native	

### Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
01 Jan 2015	31 Dec 2016	3
01 Jan 2016	31 Dec 2016	4

### Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Manager	Human Resources	Bell Helicopter	Human Resources is my passion and my experience in HR Processes makes me an ideal candidate for this position	09 May 2017

### Geographic Mobility

Example. Yes.

Willing to Relocate Yes  
Comments Open to moving to other positions within  
Date Entered Textron facilities operating in Mexico.  
2017-04-24

### Strengths

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

Competency	Comments	Date Entered
Interpersonal Savvy	Ability to find solutions designed to optimize the culture	24 Apr 2017
Perseverance	Good follow through until completion of projects.	24 Apr 2017

### Development Needs

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

Competency	Comments	Date Entered
Business Acumen	Be more engaged in all aspects of the organization to develop a broader business perspective.	24 Apr 2017
Learning on the Fly	Need to learn quickly when facing new problems; analyzes both successes and failures for indicate improvement.	24 Apr 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
Talent Development	Evaluate new processes that be aligned with BH, for developing talent and design effective career plans	24 Apr 2017
Learning on the Fly	70% - Take advantage of day-to-day situations for decision making and fast execution and improvisation. Identify and execute 3 activities per month, and perform them in 50% of the time scheduled. 20%- Coaching sessions with my manager.	24 Apr 2017