

Cereceres Daniel

Career File



0 Direct Reports
24 Total Team

Personal Information

First Name Cereceres Daniel

Title Planeador

Division Bell Division

Department IBP & PE

Supervisor Ramirez Ivan

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

City, State, Country MEX-Mexico

Hire Date 2011-05-09

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

Years

Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Joel Urbina	Ready now	Planner	

Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
VSM	Ready 1-3 year		18-Apr-16

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
09 May 2011	19 Oct 2012	Production Electrical	Textron International Mexico	Chihuahua, Chihuahua	Mexico Front Line Leader
22 Oct 2012	07 Aug 2015	Production Structural	Textron International Mexico	Chihuahua, Chihuahua	Mexico Front Line Leader
10 Aug 2015		IBP & PE	Textron International Mexico	Chihuahua, Chihuahua	Mexico Planner

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
16 Oct 2006	16 Oct 2009	Production	Delphi Packard Electric	Automotive Harnesses	Chihuahua, Chihuahua	Mexico	Production Supervisor	Supervise Individual Contributors
19 Oct 2009	06 May 2011	Production	Stoneridge, Alphabet de Mexico	Tractor / Truck Harnesses	Chihuahua, Chihuahua	Mexico	Production Supervisor	Supervise Individual Contributors

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	Front Line Leader	Textron International Mexico	Achieve goal under the upper limits for DPAs and Hours per Assembly WIGs during the year for Cabin Assembly for VS 407.
2015	Planner	Textron International Mexico	Achieve Zero backlog hours in VS412
2015	Planner	Textron International Mexico	Achieve 97% in On Time Completion metric, over the 95% goal in VS 407 sub assemblies area.
2016	Planner	Textron International Mexico	Recovery in On Time Completion metric from 50% in 2015 to 95% in february 2016 for VS407 sub assemblies
2016	Planner	Textron International Mexico	Integrate two value streams VS412 and VSLigth in manufacturing plan and production plan for optimizing resources and save shopfloor space.
2016	Planner	Textron International Mexico	Finish successfully the implementation of High Performance Teams at TIM achieving 100% of the implementation plan for this program.
2015	Planner	Textron International Mexico	Member of the Design Team for implementation of High Performance Teams at TIM facility, taking the role as a trainer and mentor/coach for the Teams.

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
Canada	Transference	1	Bell Helicopter Textron Canada	As a production supervisor went to Mirabel facility to learn about the process of Lower Fuselage assembly and be ready for the launch at TIM

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					
Industrial Engineer	Quality and Productivity	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua	16 Mar 2007

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Crucial Conversations	Textron University / Karen Nelson		21 May 2015
LIFT Conference	Bell Helicopter		05 Mar 2015
Manager Abilities Developement	ICEI Capacitation		20 Nov 2014
Internal Auditor AS9100 Rev. C	QSS Consulting SC	Certified	04 Oct 2014
World Class Supervisor		Certified	19 Nov 2011
APICS - Basics of Supply Chain Management	APICS Chihuahua Chapter	Certified	07 Jan 2016
Emotional Intelligence	Guillermo Martinez		23 Apr 2016
Living Above the Line: Oz Principle	Textron International Mexico		12 May 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	90%	90%	90%	
Spanish	100%	100%	100%	Native language
French	50%	50%	50%	A1/A2 Basic communication skills

Performance History		
Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	3
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
01 Jan 2015	31 Dec 2015	3

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 Medium
Potential Promotable
Date Entered 2016-04-18

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	Production/Operations	Textron International	1-3 Years	25 May 2015

Career Aspirations				
Level	Function	Business Unit	Comments	Date Entered
Value Stream Manager	Leader	Bell Helicopter	Lead value stream to achieve WIGs and Lead Indicators in TIM	31 Mar 2016
Continuous Improvement	Coach / Mentor	Bell Helicopter	To train other facilities within Bell Helicopter or Textron	31 Mar 2016

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments Willing to relocate if necessary to any region.
Date Entered With family.
2016-03-31

Strengths

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

Competency	Comments	Date Entered
Creating Effective Teams	Empower the team leveraging their strengths	24 Feb 2016
Action Learning	Ability to guide and learn new execution ways to achieve goals facing unknown situations	24 Feb 2016
Value Management	Maturity to deal conflicts quickly without productivity and relationships are weakened	24 Feb 2016

Development Needs

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

Competency	Comments	Date Entered
Business Acumen	Ability to carry out organizational processes and management of multicultural environments	24 Feb 2016
Perspective	Ability to identify organizational challenges and create improvements opportunities	24 Feb 2016
Strategic Agility	Ability to assimilate quickly changes in the environment and organization	24 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
Management, vision and purpose	Accountability and Living above the Line workshop	31 Mar 2016
Business Acumen	Develop integrated Build to Schedule	31 Mar 2016

plan with On Time Completion metric through creativity and innovation.

Business Acumen	Take cross training with suppliers development department.	31 Mar 2016
Strategic Agility	Balance production plan on the 3 value stream 429, 412 and light to optimize resources and shopfloor space.	31 Mar 2016
Perspective	Identify and analysis to reduce raw material excess.	31 Mar 2016

General Summary **Manager View Only

Comment	Date Entered
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Daniel has a good leadership skills, he has shown excellent learning curve in IBP, he needs to focus on learning more system managing and get the maturity and expertise in IBP.	18 Apr 2016
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