

Haller Nancy

Career File



1 Direct Reports
5 Total Team

Personal Information

First Name Haller Nancy

Title Coordinador DO

Division Bell Division

Department Recursos
Humanos

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 5
to be used for benefit
calculations)**

Years 49

Gender Female

Successors

| Name | Readiness | Current Title | # of other nominations |
|-------------------|-----------|--------------------|------------------------|
| Armandina Alarcon | 2-3 years | Talent Acquisition | |

Current Nominations

| Role | Readiness | Incumbent(s) | Last Modified |
|------------|-----------|-----------------|---------------|
| HR Manager | 2-3 years | Nancy Manriquez | 7/6/2015 |

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 |
|------------|----------|-------|---------------|-------------|---------|----------|
|------------|----------|-------|---------------|-------------|---------|----------|

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. |
| 2017 | OD Coordinator | Textron International Mexico | Coordination and design of strategy to establish TIM Power Beliefs, to establish behavioral principles. |
| 2018 | OD Coordinator | Textron International Mexico | Design of training for the deployment of Valores Bell, as well as the strategy for competition between areas so that employees identify with these new values |

International Experience

Example. Talent Management Summit (México, DF), Wealthness Coaching Summit (US), Stress Management (México), Human Resources Management, Coaching.

| Country | Type of Experience | 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 | |
| Neuro-Linguistic Programming | External | Completed | 26 May 2017 | |
| 8Ds Tool for Problem Solving | External | Completed | 22 Sep 2017 | |

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 2016 | 31 Dec 2016 | 4 |
| 01 Jan 2015 | 31 Dec 2016 | 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 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 |
|---------|-----------------|---------------|-----------|--------------|
| Manager | Human Resources | TIM | 2-3 years | 01 Jul 2015 |

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 |

General Summary **Manager View Only

| Comment | Date Entered |
|--|--------------|
| Nancy brings a wealth of knowledge in Human Capital processes. She is passionate about her job and enjoys being challenged with projects. She should focus on acquiring more experience in | 12 May 2017 |

Labor Relations to have well-rounded HR knowledge and experience.