

Aranda Francisco

Career File



0 Direct Reports
9 Total Team

Personal Information

First Name Aranda Francisco
Title Ingeniero de Manufactura
Division Bell Division
Department PE
Supervisor Murguia Sergio
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2012-09-07
Years of Service (Not to be used for benefit calculations) 7
Years 34
Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Jorge Medina	Ready Now	Manufacturing Engineer	

Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
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Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
09 Sep 2012	05 Nov 2012	Manufacturing Engineer	Subassemblies Area (412,407,429)	Chihuahua, Chih. Support to Production Requirements	Mexico
06 Nov 2012	03 Jun 2013	Manufacturing Engineer	407 Value Stream Transference Project of Item 954 from MIR to TIM	Chihuahua, Chih.	Mexico

04 Jun 2013	05 May 2014	Manufacturing Engineer	407 Value Stream Start and Development of Item 954	Chihuahua, Chih.	Mexico
06 May 2014	01 Jun 2015	Manufacturing Engineer	429 Value Stream Production Support and Improvement of Item 942	Chihuahua, Chih.	Mexico
02 Jun 2015	15 Oct 2016	Manufacturing Engineer	429 Value Stream Production supports and Improvements of Item 958 and 944	Chihuahua, Chih.	Mexico
17 Oct 2016	13 Mar 2017	Manufacturing Engineer	429 Value Stream Production supports and Improvements of Item 930	Chihuahua, Chih.	Mexico
14 Mar 2017	09 Oct 2017	Manufacturing Engineer	429 Value Stream Planning activities for new assemblies production (Aft and Nose)	Chihuahua, Chih.	Mexico
10 Oct 2017	15 Feb 2019	Manufacturing Engineer	429 & 407 Support to production floor on item 954 of 407 value, and item 952 and 962 of 429 value.	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
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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
11 Jun 2007	21 Dec 2007	Manufacturing Engineering	Honeywell Aerospace	Fabrication of components for Airplane Engines (gears, shafts, blades, etc.)	Chihuahua, Chih.	Mexico	Intern of Manufacturing Engineering Department	Individual Contributor

22 Dec 2007	24 Oct 2008	Manufacturing Engineering	Honeywell Aerospace	Fabrication of components for Airplane Engines (gears, shafts, blades, etc.)	Chihuahua, Chih.	Mexico	Jr. Manufacturing Engineer	Individual Contributor
06 Apr 2009	05 Sep 2012	Manufacturing Engineering	Hawker Beechcraft	Aerostructures Assemblies (Airplanes)	Chihuahua, Chih.	Mexico	Manufacturing Engineer	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
2015	Manufacturing Engineer	Bell Helicopter	Participant at "Feria Aeroespacial Mexicana"(FAM, Mexico City), representing this company and showing the products that we fabricate.
2015	Manufacturing Engineer	Bell Helicopter	Member of core team of High Performance Teams Methodology at TIM. Participant on activities such as training, development, guide and consulting for the participant teams.
2015	Manufacturing Engineer	Bell Helicopter	Participant on design , development and implementation of C&E Matrix as a continuous improvement tool for the production processes.
2016	Manufacturing Engineer	Bell Helicopter	Engineering support on item 930. With this experience, I have been giving support in almost all the items of 429 value at TIM.
2016	Manufacturing Engineer	Bell Helicopter	Member of transference team for Aft and Nose assemblies from AIDC (supplier at Taichung city, Taiwan) to TIM.
2017	Manufacturing Engineer	Bell Helicopter	Member of the team in charge of First article production of Aft and Nose assemblies. Manufacturing process was successfully developed despite lack of information.
2018	Manufacturing Engineer	Bell	Successful production at TIM of first assemblies of Aft and Nose assemblies.

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
USA	Process Transference of	1 year	Hawker Beechcraft	My job was related with the learning,

	Aerostructure Assemblies			engineering validation and development of Manufacturing process for different airplanes assemblies from Kansas facilities to Chihuahua.
Canada	Process Transference of Aerostructure Assemblies	2 months	Bell Helicopter	My job was related with learning, engineering validation, tooling validation and development of Manufacturing Process of Aft lower fuselage assembly of model 407 (Item 954) from Mirabel facility to Chihuahua.
Taiwan	Process Transference of Aerostructure Assemblies	2 weeks	AIDC	Visit to AIDC company (supplier located at Taichung, Taiwan) to see Aft and Nose assembly processes and data capture important aspects.

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	03 Mar 2008
Master on Economic and Financial Engineering	August 2018-Present.	Mexico	Universidad La Salle	Chihuahua	30 Jun 2020

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
GD&T	TIM	Completed	08 Mar 2014
High Performance Teams	Centro Chihuahuense de la Calidad y Productividad	Completed	31 Mar 2014

Lean Manufacturing	Lean Consulting Group	Completed	14 May 2014
Quick Response Teams	Index	Completed	07 Aug 2014
Project Managment	DSO	Completed	18 Oct 2014
Emotional Intelligence	Guillermo Martinez	Completed	30 Apr 2016
Creatividad	ITESM Campus Chihuahua	Completed	03 Jun 2016
FARO arm Training	FARO (Nvo, Leon)	Completed	26 Aug 2016
Metodologia para la Solucion de Problemas	Centro de Capacitacion, Evaluacion y Calidad	Completed	09 Sep 2017
SPC Control Estadistico de Procesos	Q Team	Completed	08 Feb 2018

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish (Native)				
English	80%	80%	80%	

Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	4
01/Jan/2014	31/Dec/2014	4
01 Jan 2018	31 Dec 2018	3
01 Jan 2017	31 Dec 2017	3
01 Jan 2016	31 Dec 2016	3
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

High

Potential

Valued

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
Area Leader	PE Leader	TIM	Ready 1 - 3 years	29 Apr 2016
Valued	Individual Contributor	TIM	Ready Now	27 Jun 2018

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
	Manufacturing Engineer	429	Reach a leadership position at an area related with Engineering or Projects.	19 Mar 2015
	Manufacturing Engineer	429	Improve my knowledge on Aerostructures topics.	19 Mar 2015
	Manufacturing Engineer	429	Improve my knowledge and abilities on problems solution. (Learn methodologies like Six-Sigma, Shaining, etc)	27 Feb 2017
	Manufacturing Engineer	429	Apply Statistical Process Control to one area related with my position.	20 Feb 2018
	Manufacturing Engineer	429	Develop knowledge and skills related to SAP system	13 Feb 2019

Geographic Mobility

Example. Yes.

Willing to Relocate No
 Comments I can travel just for short time periods.
 Date Entered 2018-02-20

Strengths

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

Competency	Comments	Date Entered
Responsability	Be able to accomplish assigned goals.	19 Mar 2015
Problem Solving	Good skills to identify root causes and implement corrective and effective actions.	12 May 2017
Tenacity	Perseverance on the achievement of results.	20 Feb 2018
Responsible	Perseverance and always able to achieve goals assigned	27 Jun 2018

Development Needs

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

Competency	Comments	Date Entered
Assertiveness	I need to improve the assertiveness related to my communications skills in order to improve my leadership.	15 May 2017
Communication	I need to improve the communication of my expectations and opinions to my teammates.	20 Feb 2018
Leadership	Need develop skill to manage teams and lead projects	27 Jun 2018

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
Leadership	Javier needs to develop skill to manage and lead teams. He is an excellent individual contributor and all experience and knowledge can be share with the team.	27 Jun 2018
Leadership	Develop my skills and knowledge on aspects related with leadership and assertiveness. This development will be performed through continuous practice on my daily assignments.	13 Feb 2019

General Summary **Manager View Only

Comment	Date Entered
Javier is one of the most experience	27 Jun 2018

engineers and
always is a point of
reference to solve
issues and
implement projects
and programs.
Recently has been
working in the
transition of AFT and
Nose assemblies for
A/C 429 developing
all manufacturing
process from
scratch.

Javier is one of the 12 May 2017
most technically
complete and
experienced engineer
he continuously finds
opportunities for
process improvement
he also is a reference
on problem solving at
the floor, he needs to
work on developing
soft skills and time
management and
leadership