

# Homero Diaz Herrera

## Career File



0 Direct Reports  
15 Total Team

Personal Information	
First Name	Homero Diaz Herrera
Title	QA MRB Engineer I
Division	Bell Division
Deparment	Quality
Supervisor	Edmundo Castro Rivera
Location	T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country	MEX-Mexico
Hire Date	2013-05-10
Years of Service (Not to be used for benefit calculations)	27
Gender	Male

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
04 May 2015		Quality Engineer	Quality - Bell Helicopter	Chihuahua, Chihuahua	Mexico Quality Engineer
10 May 2013	03 May 2015	Quality MRB Engineer	Quality - Bell Helicopter	Chihuahua, Chihuahua	Mexico Quality MRB Engineer

### 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
06 Dec 2010	09 May 2013	Quality Engineer	Beechcraft	Aerospace	Chihuahua, Chihuahua	Mexico	Quality Engineer	Engineer

### 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
2011	Quality Engineer	Hawker Beechcraft	Transference of Nose Assy for Bonanza G36 and Baron G58 Models and Cabin Lower Assy for Bonanza G36 Model from Plant 2 (Wichita, Ks.) to Plant 7 (Chihuahua, Mex.) in a 6 months period by doing LAI, FAI and promotion of Engineering Changes.
2012	Quality Engineer	Hawker Beechcraft	Reduction of Internal/External Escapes in Cells 3, 4 and 5 (Plant 4) from 3 to 1 escapes per month at the end of 2012.
2014	Quality MRB Engineer	Textron International México - Bell Helicopter	Certified as Quality MRB Engineer in a 9 month's period.
2015	Quality MRB Engineer	Textron International México - Bell Helicopter	MRB Transformation - Stage 2 implemented on March 2015 by training to MRB ENG and MRS Groups, reducing NCR's Flow from 5 to 3 steps and NCR Cycle Time.

### 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
Singapore	Education	2 Months	National University of Singapore	Summer Course - Project Development
USA	Job	6 Months	Hawker Beechcraft	Transference Program
Canada	Job	1 Month	Bell Helicopter	Support as Quality Liaison Engineer

### 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
Engineering	Industrial and Systems Engineer	Mexico	ITESM Campus Chihuahua	Chihuahua, Chih.	10 Dec 2010	

## Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
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## Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	80%	80%	80%	TOEFL 560
Spanish	Native	Native	Native	

## Performance History

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

## Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Superintendent	Quality/Engineering Superintendent	Bell/Textron Aviation	In order to increase my leadership skills	24 Jul 2015

## Geographic Mobility

Example. Yes.

Willing to Relocate Yes  
Comments 2015-07-22  
Date Entered

## Strengths

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

Competency	Comments	Date Entered
Decision on Quality	Very firm decisions when it has to do with quality.	23 Jul 2015
Driven by results	Homero usually gives results very quickly, has a very good processes focus.	23 Jul 2015
Global business accumen	Homero has a good knowledge of the business and knows who to consult when it is required.	23 Jul 2015

### Development Needs

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

Competency	Comments	Date Entered
Business vision	Homero needs to look more on the business needs rather than people needs, this in order to take more	03 Jul 2015
Organizational Agility	A more robust resource management to cover all critical points form his position.	03 Jul 2015

### 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
Project Management	General idea of integration and follow up of projects so he can improve his management skills	23 Jul 2015
Internal Audit AS9100	Increase knowledge of industry standards and best practices along with auditing techniques.	23 Jul 2015
Ono on One sessions	Homero direct supervisor will make sure he is developing his skills as projected. (20%)	23 Jul 2015
One to One sessions (Skip Level	Department manager will held one on one sessions with Homero focusing on business strategy.	23 Jul 2015
Product Knowledge	Assigned to production floor in order to know daily problems and how assembly process works (70%).	23 Jul 2015
Position with responsibility supervising others	Improve managing others skills (70%).	23 Jul 2015