

# Jorge Ivan Cano Loya

## Career File



0 Direct Reports  
27 Total Team

### Personal Information

**First Name** Jorge Ivan Cano Loya

**Title** Product Engineer

**Division** Bell Division

**Department** IBP & PE

**Supervisor** Antonio Ramirez Mariscal

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

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

**Hire Date** 2012-07-20

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

**Years** 27

**Gender** Male

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country	Function
02 Jan 2012	20 Jul 2012	IE Intern	Bell Helicopter, Textron International Mexico	Chihuahua, Chih.	Mexico	Work balance project VS 429 (items 958,944,942,930)
20 Jul 2012	09 Nov 2012	IE Clerk	Bell Helicopter, Textron International Mexico	Chihuahua, Chih.	Mexico	Design, maintain and manage TIM metrics
12 Nov 2012	05 Dec 2014	Jr. Manufacturing Engineer	Bell Helicopter, Textron International Mexico	Chihuahua, Chih.	Mexico	429 prod. line support, zone captain in BSM R4, Eng. Change Coordinator
08 Dec 2014		Manufacturing Engineer II	Bell Helicopter, Textron International Mexico	Chihuahua, Chih.	Mexico	Eng. Change Coordinator, BSM R4.5 Eng. Power User, Configuration leader

**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
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**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 II	Bell Helicopter Textron International Mexico	Deconfiguration leader (Engineering Dept.) focusing and meeting a target of 61 P/N from 4 Major Assy. coordinating all the activities from January 2015 until present. Objective: to be prepared for Eng. Change C47E.
2015	Manufacturing Engineer II	Bell Helicopter Textron International Mexico	Serialization process leader for deconfigured parts (61 P/N) during one month, creating 100% traceability in an aircraft.
2015	Manufacturing Engineer II	Bell Helicopter Textron International Mexico	Leader of 2 COLO projects saving \$24,132 Dlls. up to present. 1. 429-961 Rivets Removal from vendor (TDP requested) \$15,213. 2. 412 Electrical bonding rework \$8,918. Searching for new projects to implement and save money.
2015	Manufacturing Engineer II	Bell Helicopter Textron International Mexico	Coordinator of 29 engineering changes from Jan 2015 until present, focusing on implementation on time, quality, productivity and cost reduction
2014	Jr. Manufacturing Engineer	Bell Helicopter Textron International Mexico	Leader of Engineering Change implementation process at TIM, developing and implementing procedures and process flow to have a smooth introduction of all the changes applied between TIM, Canada, Fort Worth and India facilities. Oriented on implementation date, quality, productivity and cost reduction. During 2014 I have coordinated a total of 31 engineering changes.
2014	Jr. Manufacturing	Bell Helicopter	Trainer of new Engineering personnel,

	Engineer	Textron International Mexico	teaching and developing them on all basic knowledge that they need in order to perform all the objectives targeted. During a one week period per group in 2014, they was a total of 8 trainees, accomplishing 160 hrs.
2014	Jr. Manufacturing Engineer	Bell Helicopter Textron International Mexico	Repetitive NCR coordinator, performing a clean of up to 127 repetitive defects caused by bad engineering design, including them into production work instructions in the time period of one year, achieving 30% of DPA/DPU reduction at TIM.
2014	Jr. Manufacturing Engineer	Bell Helicopter Textron International Mexico	Success and smooth implementation of CAMS system (Release 4) at TIM performing training and engaging 25 engineers. After implementation I was key point for troubleshooting issues.
2013	Jr. Manufacturing Engineer	Bell Helicopter Textron International Mexico	Being part of the team to perform BOM Enovia clean of up to 475 P/N to have all the manufacturing engineering data updated prior implementation of Release 4 (CAMS) during a period of time of up to 6 months.
2012	IE Intern	Bell Helicopter Textron International Mexico	Implementation of standard work on 429 production line creating 30% more flow and efficiency. Duration of implementation: 6 months. Objective: to be ready for an production acceleration.

### 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
Mirabel, Canada	System Training	6 months	Bell Helicopter Textron International Mexico	I have been trained on R4 CAMS system as power user to be able to train and engage engineering personnel at TIM.
Mirabel, Canada	Integrated Product Team	6 months	Bell Helicopter Textron International Mexico	To learn new product introduction process and establish contact of key points.

### 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
BS	Electromechanical Engineer	Mexico	Instituto Tecnológico	Chihuahua, Chih.	16 Jan 2012	
Master Business Administration	Engineering Administration	Mexico	Universidad La Salle de Chihuahua	Chihuahua, Chih.	17 Aug 2017	Currently studying 3rd. subject of 13 total

**Textron Leadership Development**

Course Name	Institution Name	Status	Date Completed
Analytical Troubleshooting	Grupo Dextro	Completed	17 Dec 2012
Ergonomics	Atlas Copco Mexicana	Completed	08 Nov 2012
Lean Manufacturing, Kaizen & Lean Trainin Simulation (20Hrs)	Lean Consulting Group	Completed	21 Jun 2014
Project Management (16Hrs)	Index	Completed	22 Aug 2014
GD&T (8 Hrs)	TIM	Completed	19 Oct 2013

**Language Capability**

Example. English 800 points TOEIC tool				
Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	As native language	As native language	As native language	
English	85%	85%	85%	

**Performance History**

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

**Career Aspirations**

Level	Function	Business Unit	Comments	Date Entered
Leadership	Project Lead	Bell Helicopter	Seeking to grow within Bell Helicopter	19 Jun 2015

world wide, I would like to be considered for future promotions based on my skills, knowledge, strengths and career highlights.

### Geographic Mobility

Example. Yes.

Willing to Relocate YES with 2 month notice in advance  
Comments A travel is always a very good personal and  
Date Entered labor experience  
2015-03-20

### Strengths

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

Competency	Comments	Date Entered
Pursuit of Excellence	Based on Enneagram survey for TIM Coaching program	20 Mar 2015
Restorative	Based on StrengthsFinder survey by Gallup.	20 Mar 2015
Self-Assurance	Taking decisions	20 Mar 2015
Unlimited influences	Listening, Perseverance, Customer Focus	24 Mar 2015
Objective Oriented	I've always very focus with my personal and labor goals.	20 Mar 2015
Learner	Based on StrengthsFinder survey by Gallup. I have the ability to learn faster that the average perso	20 Mar 2015

### Development Needs

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

Competency	Comments	Date Entered
Emotional Intelligence	I need to learn how emotional intelligence works to teach others and have a very good environm	20 Mar 2015
Management vision and purpose	I need to increase my business vision and purpose	20 Mar 2015
Time Management	To increase my skills to perform several activities at a time with help of a software or methodology	20 Mar 2015
Conflict Management	Deal w/ day to day conflicts and reach	20 Mar 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
Time Management	Use MS project for resource planning on the following EC's introductions.	01 Jun 2015
Conflict Management	To use EC coordination role in order to administrate resources creating trust within the team.	17 Jul 2015
Coaching	Currently working with my second coach taking advantage of my strengths.	13 Apr 2015