

# Beltran Roy

## Career File



0 Direct Reports  
26 Total Team

### Personal Information

**First Name** Beltran Roy

**Title** Front Line  
Leader

**Division** Bell Division

**Department** 429 Structural &  
Subassemblies

**Supervisor** Chavez Pedro

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

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

**Hire Date** 2015-11-20

**Years of Service (Not 0  
to be used for benefit  
calculations)**

**Years** 34

**Gender** Male

### Successors

Name	Readiness	Current Title	# of other nominations
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Daniel Cereceres	Strong background in FLL role in electrical and structural process, focused and well oriented to results, driving performance through HPT	Planner	
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### 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
20 Nov 2015		Front Line Leader	Subassemblies	Chihuahua, Chihuahua	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
04 Apr 2011	19 Nov 2015	Manufacturing Supervisor	Honeywell Aerospace	Aerospace	Chihuahua, Chihuahua	Mexico		
15 Dec 2009	01 Apr 2011	Quality Supervisor	Ford Motor Company	Automotive	Chihuahua, Chihuahua	Mexico	CMM Supervisor	

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
2016	OTC	TIM Bell Helicopter	More than 6 months in goal for On Time Completion
2016	DPU	TIM Bell Helicopter	Over 3 months was reduce 50% on Defects per Unit 429 Sub assy area

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
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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 Degree Quality and Productivity Specialty	Industrial Engineer	Mexico	ITCH	Chihuahua	11 Dec 2009

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
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Accountability	TIM	In Process
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Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	Intermediate	Intermediate	Intermediate	
Spanish	Native	Native	Native	

Performance History

Start Date	End Date	Rating
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Talent Assessment \*\*Manager View Only

Data in this section is displayed on the Succession Org Chart.

Strategic Fit

Green

Probability of Loss

Low

Impact of Loss

Low

Potential

Valued

Date Entered

2016-05-17

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
Strategic	Operations Manager	Bell Helicopter	3-5 years	17 May 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Manager	Operations Manager	TIM		17 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate

yes

Comments

I am interested to be relocated, including my family.

Date Entered

2016-05-17

### Strengths

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

Competency	Comments	Date Entered
Learning on the fly	Learns quickly when facing new problems, enjoys the challenge of unfamiliar tasks	17 May 2016
Listening	Practices attentive and active listening, listen without interruptions	17 May 2016

### Development Needs

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

Competency	Comments	Date Entered
Managerial Courage	Manage a group through a significant business crisis (Kaizen blitz)	11 May 2016
Process Management	Move your process along with a good plan, which helps you get things done faster, make better use of resources, and anticipate problems before they occur (Matrix Versatility)	17 May 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
Process Management	-Benchmarking to the leaders to adopt their system. -Coaching Course from July to December 2016	17 May 2016
Managerial Courage	-Learn from other leader who have the courage to take decisions -Emotional Intelligence course	17 May 2016

### General Summary \*\*Manager View Only

Comment	Date Entered
Roy have a strong background in the aerospace and automotive industry, he use to work in Honeywell aerospace and Ford Motor Company, as FLL, he is very receptive person and takes feedback and uses	17 May 2016

for improve, he has a  
good level of demand  
with peers, he cares  
about peers  
relationship and  
always is involve in  
all type of business,  
however needs more  
training in lean  
manufacturing  
techniques and root  
cause corrective  
actions tools