

# Pacheco Enrique

## Career File



0 Direct Reports  
3 Total Team

### Personal Information

**First Name** Pacheco Enrique

**Title** Supervisor de  
Mantenimiento

**Division** Bell Division

**Department** Finanzas

**Supervisor** Mares Erick

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

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

**Hire Date** 2013-05-31

**Years of Service (Not 5  
to be used for benefit  
calculations)**

**Years** 50

**Gender** Male

### Successors

Name	Readiness	Current Title	# of other nominations
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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
31 May 2013		Engineering	Bell Hellicopter	Chihuahua	Mexico
		Automotion supervisor			
01 Nov 2013		Engineering	tim	chihuahua	México
		Atomotion and Maintenance supervisor			

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
12 Feb 2012	31 May 2013	Maintenance	Kalish recyclin	recyclin metals	Chihuahua	Mexico	heavy machinery maintenance supervisor	supervise individual contributors
01 Jun 2009	10 Feb 2012	Engineering	Gruas Keila	manufacture of machinery	Chihuahua	Mexico	desing engineer	supervise individual contributors
24 Sep 1994	09 Feb 2009	Engineering	TRW systems restrains	automotive	Chihuahua	Mexico	mistake proofing engineer	supervise individual contributors
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					
2013	Heavy machine maintenance supervisor	Kalish	cost reduction up to 80% in the repair machine. preventive and TPM implementation.					
2012	Desing engineer	Gruas Keila	desing, material selection to manufacture crane for man lift. leader to buy machiners and plant distribution for production, we won the government conacyt program up to 240000 usd					
2000-2009	Mistake proofing engineer	TRW systems restrains	desing mechanical, electronic and automation items,for mistake proofing systems, reduction of product defects up to 90%, certification as a provider # 1 for vw puebla					
2015	Automation and Maintenance Supervisor	TIM	implement the preventive maintenance to pneumatic productive equipment, save about 5000 usd to avoid buy drills, mototools etc.					
2016	Automation and Maintenance Supervisor	TIM	assy the assisted drill system, for 429, 958, to use in height rate production, work with the maintenance team to change the work behaviors, safety, relationship with internal costumers.					
2017-	Automation and Maintenance Supervisor	TIM	implement the productive equipment, task and preventive maintenance to the infor EAM. save about 5000 usd in gave preventive maintenance to only one air compressor,					

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 industrial electronic		Mexico	Univesidad Interamericana del Norte	Chihuahua honorable mention	20 Aug 2003

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
lean manufacturing kaizen & lean training simulation	lean consulting gruop		21 Jun 2014
couching	private institution		14 Mar 2015
crucial conversations	textron university		21 May 2015
metodologi apara solucion de problemas			21 Sep 2017

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
english	70%	80%	80%	
spanish	100%	100%	100%	

Performance History

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

01 Jan 2017	31 Dec 2017	3
01 Jan 2016	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

low

Impact of Loss

Medium

Potential

Valued

Date Entered

2016-05-06

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
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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
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Geographic Mobility

Example. Yes.

Willing to Relocate

Yes

Comments

2016-05-17

Date Entered

Strengths

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

Competency	Comments	Date Entered
creativity	Always seek how to do things with the resources that are counted	19 Dec 2015
listen	Always listen to the voice of the customer and make improvements to their suggestions	19 Dec 2015
focus	doing the first and important	01 Jan 2017
listening	listen the costumer , to understand the costumer requirement and suggest more options	01 Jan 2017

### Development Needs

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

Competency	Comments	Date Entered
motivate others	have a clear communication on the outcome and benefits obtained	
business vision	determine the correct actions and decisions based on analysis of all data to provide better service	

### 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
Decision quality	read book, Decision Management: How to Assure Better Decisions in Your Company (J. Yates), and Observe specific individuals who do this well.	16 Dec 2016
Time Management	read the book and learn the techniques described, Time Management: 24 Techniques to Make Each Minute Count at Work (Mancini, M.)	16 Dec 2016

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

Comment	Date Entered
Enrique is one of the great pillars at TIM, he has an outstanding level of technical knowledge that is perfectly combined with his leadership skills, as a senior member of the organization his contributions are critical to TIM's success, his role as responsible of maintenance of the facilities and equipment its critical as well, I have been working closely with Enrique over the past two months to ensure our expectations are aligned with the	27 Jun 2018

company's goals and objectives and to ensure a smooth and beneficial transition from the previous management, I'm confident that This will be a great year for Enrique's development and career growth within TIM

Enrique continues to 06 May 2016  
care for other people's and his own development, as time passes he shows more openness about adopting new ways of thinking. He is currently working on his leadership skills.