

Garcia Alejandro

Career File



0 Direct Reports
9 Total Team

Personal Information

First Name Garcia Alejandro

Title Ingeniero NDT
Inspector

Division Bell Division

Department Calidad

Supervisor Chavez Pedro

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

City, State, Country MEX-Mexico

Hire Date 2012-02-10

**Years of Service (Not 6
to be used for benefit
calculations)**

Years 35

Gender Male

Successors

Name	Readiness	Current Title	# of other nominations
Ma. Delfina Garcia	1-3 Years	QA Inspector	0
Jorge Daher	Ready Now	SQA	0

Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
Quality Superintendent	Ready Now	Isabel Arias	

Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
15 Jun 2015		QA / NDT Engineer	Bell Division	Chihuahua, Chihuahua	Mexico Quality

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business	City, State	Country	Function
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Unit					
10 Feb 2012	15 Jun 2015	QA MRB	Bell Division	Chihuahua, Mexico Chihuahua	Quality

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
02 Jan 2006	25 May 2007	Process Engineer	Xomox Chihuahua S.A. de C.V.	Chemical / Pharma Valve Mfg	Chihuahua, Chihuahua	Mexico	Manufacturing	Individual Contributor
28 May 2007	03 Aug 2010	Manufacturing Engineer	Honeywell Aerospace Chihuahua	Engines / Aerospace	Chihuahua, Chihuahua	Mexico	Manufacturing	Individual Contributor
04 Aug 2010	09 Feb 2012	Supplier Quality Engineer	Crane Energy Flow Solutions	Chemical / Pharma Valve Mfg	Chihuahua, Chihuahua	Mexico	Quality	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	QA / NDT Engineer	Textron International Mexico	Leading a plan to train / develop a group of QC inspectors in NDT to provide autonomy for each model in plant. This plan include the QA inspectors from Incoming area.
2015	QA / NDT Engineer	Textron International Mexico	Development of a fully autonomous team in the area of incoming inspection including: all the inspections required such as NDT, MRS and SQA support functions.
2015	QA / NDT Engineer	Textron International Mexico	NDT Level II certification obtained in Penetrant Testing, Ultrasonic Testing and Eddy Current Testing.
2016	QA / NDT Engineer	Textron International Mexico	Improvements on Incoming inspection - Quality procedures were revised and improved; Stock Purge process improved achieving a reduction from 30 hours to less than 8 hours.
2017	QA / NDT Engineer	Textron International Mexico	Acquisition of new equipments for Ultrasonic Testing and Eddy current Testing, also the purchasing of a Bond master to increment NDT capacity and accuracy on inspections.
2017	QA / NDT Engineer	Textron International Mexico	Re-Certification as Internal Auditor for AS9100 Rev D.
2018	QA / NDT Engineer	Bell Flight Mexico	Successful FPI Re-certification at Mirabel Facility.

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
Canada	Training	2	Bell Helicopter	NDT Training / Experience / Certification

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
Bachelor	Industrial Engineer	Mexico	Instituto Tecnologico Chihuahua	Chihuahua, Chihuahua	02 Dec 2005

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Crucial Conversations Training	Bell Helicopter	Completed	21 May 2015
Emotional Intelligence	External	Completed	13 May 2016
Innovation and Creativity	External	Completed	08 Jul 2016
Accountability Culture	Internal	Completed	19 Feb 2016
Safety Leadership Training	Bell Helicopter	Completed	24 May 2017
Workshop: NLP (Programming Neurolinguistics)	External	Completed	27 May 2017
AS9100 Rev. D Internal Auditor	External	Completed	24 Jul 2017
Herramientas para Solución de Problemas	External	Completed	23 Sep 2017
QDA	Bell Helicopter	Completed	06 Mar 2018

Measurement System Analysis (MSA)	External	Completed	10 Mar 2018
Statistical Process Control (SPC)	External	Completed	18 Jan 2018
FMEA & Control Plan	External	Completed	31 May 2018
APQP	External	Completed	26 Jun 2018

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	Fluent	Fluent	Fluent	
French	Basic	Basic	Basic	
Spanish	Native	Native	Native	

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	4
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
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	Low
Impact of Loss	High
Potential	Valued
Date Entered	2017-05-12

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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Superintendent or General Supervisor	Quality	Bell	Ready Now	17 May 2016
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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Superintendent	Quality	Bell Division		15 Jul 2015
NDT Level III	Quality	Bell Division		12 May 2017

Geographic Mobility

Example. Yes.

Willing to Relocate	Yes
Comments	I am totally willing to change my residence
Date Entered	2015-06-01

Strengths

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

Competency	Comments	Date Entered
Costumer Needs	Very focused to answer and support customer needs	12 May 2017
Personal Learning	Alex is always focused to increase his knowlegde and skills	12 May 2017
Problem Solver	Technical knowledge and availability to participate in solving problems in a daily basis	20 Jul 2017

Development Needs

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

Competency	Comments	Date Entered
Developing direct reports and others	Keep motivating to all his teams members to help them to grow	12 May 2017
Listening	Alex needs to invest more on listening to the persons in order to understand their needs and be able to provide proper support to develop them	12 May 2017

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
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Strategic Agility	Create a detailed plan to learn about management strategies. Read books related with this topic.	12 May 2017
Motivate Others	Maintain a plan to complete certification of NDT Inspectors. Develop a training to define activities and goals for NDT personnel.	12 May 2017

General Summary **Manager View Only

Comment	Date Entered
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Alejandro Garcia is an individual contributor which has a multiple functions, he Works as a QA MRB Engineer, Incoming Supervisor and NDT Engineer, he is the only NDT Engineer that is certified in 3 methods (LPI, Eddy Current and UT). He has a lot of experiencies in Drawing Interpretation and BPS, besides he manage Legacy program.	27 Jun 2018
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Alejandro is a pillar in the department, he does great developing his direct reports, he needs to work in interacting with other departments and create autonomy on teh right positions.	12 May 2017
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