

# Reyes Lira Sidarta

## Career File



0 Direct Reports  
20 Total Team

### Personal Information

**First Name** Reyes Lira  
Sidarta  
**Title** Ingeniero de  
Enlace  
**Division** Bell Division  
**Department** CI & Tech.  
Support  
**Supervisor** Saenz Antonio  
**Location** T.I.M. - Bell  
Helicopter plant  
(BHMBU-BC777)  
**City, State, Country** MEX-Mexico  
**Hire Date** 2013-04-12  
**Years of Service (Not 3  
to be used for benefit  
calculations)**  
**Years** 37  
**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
12 Apr 2013		LIAISON MRB ENGINEER	TIM LIAISON MRB ENGINEER	Chihuahua	México

### 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
29 Nov 2004	10 Aug 2007	MANUFACTURING ENGINEER	TURBORREACTOR S.A. DE C.V.	AEROSPACE	QUERETARO	MEXICO	DEVELOPMENT OF MANUFACTURING CAPABILITIES	COLLABORATOR
18 Jul 2011	13 Apr 2012	LIAISON MRB ENGINEER	AERNNOVA AEROSPACE MEXICO	AEROSPACE	QUERETARO	MEXICO	DISPOSITION OF NO CONFORMANCE MATERIAL	COLLABORATOR
28 Jan 2008	15 Jul 2010	LIAISON MRB ENGINEER	ENGINEERBOMBARDIER AEROSPACE MEXICO	AEROSPACE	QUERETARO	MEXICO	DISPOSITION OF NO CONFORMANCE MATERIAL	COLLABORATOR

## 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
2014	MRB LIAISON ENGINEER	TEXTRON INTERNATIONAL MEXICO	Respect for the product and lessons learned training. September 2014- Ongoing * Course developed for all the facility employees with the goal to close the gap in aerospace quality culture and philosophies, this activity was developed after observing low engagement with aerospace products by the personnel and low knowledge about the industry. The course was designed to have short presentations covering simple facts about aircraft functioning, components, systems, security, design principles, lessons learned from the past and others. These courses have been deployed to the production personnel. Furthermore, five engineers are being trained by me to help with this initiative.
2014	MRB LIAISON ENGINEER	TEXTRON INTERNATIONAL MEXICO	MRB Certification for Bell Helicopter- April 2014. * MRB Certification for Airframe components for the BELL facility at Chihuahua, México. The time this certification was accomplished set a precedent for the company by obtaining certification before a year working as a liaison trainee in an environment of high quality standards, disposition accuracy and excellence oriented results.
2015	MRB LIAISON ENGINEER	TEXTRON INTERNATIONAL MEXICO	Mentoring of TIPL MRB trainee candidates for the DTL transition program. June - 2015 - December 2015. * I mentored two MRB candidates coming from Textron Indian to support the transition program for the manufacturing

of Helicopter Major Assemblies made by a third source at India. Major activities for the project were to train and mentor the candidates in the MRB philosophy at Bell Helicopter, Best Practices for MRB, Technical understanding, Multi-Departmental Coordination, Problem analysis and Problem Solving Methodologies. The goal was to facilitate the candidates to get partial delegation from Bell Helicopter and therefore provide support to supplier for better execution and delivery. The goal was successfully achieved by the candidates by December 2015.

International Experience

Example. Talent Management Summit (México, DF), Wealthness Coaching Summit (US), Stress Management (México), Human Resources Management, Coaching.

Country	Type of Experinece	Years of Experience	Company Name	Comments
CANADA	TRAINING	2 MONTHS	BELL HELICOPTER CANADA	
CANADA	TRAINING	2 MONTHS	BOMBARDIER AEROSPACE MEXICO	
U.S.A.	PROGRAM TRANSITION	1 MONTH	TURBORREACTORES. S.A. DE C.V.	

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					
AERONAUTICAL ENGINEER	BACHELOR	MEXICO	INSTITUTO POLITECNICO NACIONAL	MEXICO CITY	31 Jan 2003
INTERNAL CONBUSTION ENGINES TECHNICIAN	DIPLOMA	MEXICO	C.B.T.i.s. 160	ESTADO DE MEXICO	25 Jul 1997

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Project Management	DSO	COMPLETED	26 May 2015

## CORPORATIVO

Stress Analysis for  
Aerospace Structures

University of Kansas

COMPLETED

25 Sep 2015

## Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
SPANISH	MOTHER LANGUAGE	MOTHER LANGUAGE	MOTHER LANGUAGE	
ENGLISH	PROFESSIONAL LEVEL.	95%	95%	

## Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	3
01 Jan 2015	31 Dec 2015	4

## Talent Assessment \*\*Manager View Only

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

Strategic Fit green  
Probability of Loss Medium  
Impact of Loss Medium  
Potential Not Promotable  
Date Entered 2016-05-04

## 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
REACH THAT THE MRB TEAM AT TIM BECOMES IN THE REFERENCE FOR BELL GLOBAL AND	MRB ENGINEERING.	TIM		20 Mar 2015

OTHER  
COMPANIES AS  
WELL.

BRING  
TECHONOLGY  
CAPABILITIES AT  
TIM AS STRESS  
ENGINEERING,  
POWER PLANT,  
DYNAMICS,  
MATERIALS AND  
DE

DESIGN  
ENGINEERING.

TIM

20 Mar 2015

HAVE AN  
AEROSPACE  
CULTURE FOR  
EACH EMPLOYEE  
AT TIM

COMPANY  
CULTURE

TIM

20 Mar 2015

A LEADERSHIP  
POSITION TO  
SUPPORT EITHER  
ENGINEERING  
AREAS, QUALITY  
OR ANY OTHER  
SUPORT AREA

LEADERSHIP

TIM

25 May 2015

### Geographic Mobility

Example. Yes.

Willing to Relocate YES  
Comments GLOBAL  
Date Entered 2015-03-20

### Strengths

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

#### Competency

#### Comments

#### Date Entered

INSPIRES AND DEVELOPS TALENT

I enjoy and I get motivated when sharing  
my knowledge and this make people  
grow.

16 Jul 2015

PASSION FOR CUSTOMER SUCCESS

I'm driven for quality and excellence in the  
product we make and I look for that in my  
partners

17 Jul 2015

BUSSINESS KNOWLEDGE

I'm aware about the trends, challenges,  
new products in the market and the global  
position of Bell.

17 Jul 2015

### Development Needs

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

Competency	Comments	Date Entered
PERSONAL LEARNING	Picks up on the need to change personal, interpersonal, and managerial behavior quickly; watches others for their reactions to his/her attempts to influence and perform, and adjusts; seeks feedback.	21 Apr 2016
Managing Vision and Purpose	Communicates a compelling and inspired vision or sense of core purpose; talks beyond today; talks about possibilities; demonstrates optimism.	21 Apr 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
Managing Vision and Purpose	* Be a change agent; champion a significant change and work toward implementation. Focus in aerospace culture and Respect for the product program. * Manage, teach, or coach a temporary group of inexperienced people.	21 Apr 2016
Personal Learning	* Seek out someone who represents an opposing position or someone whose point of view is different from your own. \"Pick their brains\" and learn how they think about problems. * Follow Coaching program from staff. * To read the book; \"The 7 Habits of Highly Effective People: Powerful Lessons for Personal Change\"	21 Apr 2016

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

Comment	Date Entered
Enrique continues to care for other people's and his own development, as time passes he shows more openness about adopting new ways of thinking.	04 May 2016
Enrique is for sure a talent to watch, he has shown the passion to develop technical skills of others around him.	17 Jul 2015

