

Ruiz Miriam

Career File



0 Direct Reports
26 Total Team

Personal Information

First Name Ruiz Miriam
Title Ingeniero de Manufactura
Division Bell Division
Department IBP & PE
Supervisor Peralta Armando
Location T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country MEX-Mexico
Hire Date 2013-05-31
Years of Service (Not 2 to be used for benefit calculations)
Years 27
Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
Alejandro Carrillo	Ready Now	ME Engineer	

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		Electrical Manufacturing Engineer	412/407	Chihuahua, Chih	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
29 Oct 2012	24 May 2013	Production	Xylem	Water pumps	Chihuahua, Chih	Mexico	Manufacturing Engineer	Individual Contributors
12 Dec 2011	12 Jun 2012	Electrical	Labinal	Harness	Chihuahua, Chih	Mexico	Manufacturing Engineer	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
2016	IBP/PE	Textron International Mexico	Transfer Ditmco test in a period of 2 weeks, to avoid quality escapes (inverted and lows pins), and reduce the time of 30 min per AC. It is working in a project to reduce cost in the assemblies.
2015	Manufacturing Enginner	Textron International Mexico	Part of 412EPI transition team. Management and coordination to get an organized transfer in all support area. Transferring 96 part numbers in a period of 3 month where the bigger harness of the area was done with 92% of efficiency according with the learning curve. It was obtained one NWD to increase an efficiency until 20% in the beams assemblies. Information was provided for better training about the braiding harness of the electrical area. It is working to reduce the build time of the new productos (nose and beams).

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	Manufacturing Engineer	6 months	Bell Helicopter Canada	412EPI Transfer: Development of visual instruction with the documentation obtained of the special processes as: braiding, soldering, routing, etc. to allow production personnel build harnesses with high quality as per customer requests.

Canada	Liaison	2 months	Bell Helicopter Canada	Liaison: Customer interaction about their needs, requirements, and issues that they have about the products that we sent to them.Giving corrective actions to eliminate any repetitive issues.
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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					
Industrial Engineer		Mexico	Instituto Tecnologico De Chihuahua II	Chihuahua	12 Jun 2012

Textron Leadership Development			
Course Name	Institution Name	Status	Date Completed
Project Management Process	Textron International Mexico	Complete	22 Aug 2014
Lean	Textron International Mexico	Complete	22 Jun 2014

Language Capability				
Example. English 800 points TOEIC tool				
Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English 90% in particular classes. English degree in Tecnologico De Chihuahua II (80%)				

Performance History		
Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
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 Medium
Impact of Loss Low
Potential Valuable
Date Entered 2015-05-26

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
ME Engineer	PE Leader	TIM	Ready 1 - 3 years	29 Apr 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
	MRB Electrical	412 Electrical area	To get more knowledge about the electrical assembly to contribute more to the company where I work	12 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments 2016-05-12
Date Entered

Strengths

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

Competency	Comments	Date Entered
Customer Focus	Working 10 months in Mirabel facility, 3 months as a QA & ME Liaison Engineer, which developed a ser	29 May 2015
Learning on the fly	EPI Electrical Project was assigned and she showed a great leadership and lot of learning during the	26 May 2015

Perseverance	Any activity assigned is closed on time with good results.	06 May 2016
Focus on Results	Meeting customer needs and focuses to give resources and actions necessary because she knows of the	06 May 2016

Development Needs

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

Competency	Comments	Date Entered
Listening	Needs to improve active listening during conflicts	17 Jul 2015
Make Others Successful	Needs to share credit with the team	17 Jul 2015
Interpersonal Understanding	Need more tact to say the things or a topic discuss.	06 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
Electrical Testing Knowledge	To develop the new programs for electrical test for 412 EPI models to learn on the job experience,	01 Jul 2015
Project Management	To develop her skills in negotiation and strategic planning to execute electrical transitions accord	01 Jul 2015
Business Knowledge	Develop her skills in others areas to be able understand the business and take ideas to improve the area that she is working.	06 May 2016
Programming Electrical Test	Being able to develop programs in DITMCO to execute electrical test.	06 May 2016
Leadership	To be able to identify the style of human interaction and leadership that leads with her team to take actions that lead everyone to get of results.	06 May 2016

General Summary **Manager View Only

Comment	Date Entered
Miriam is been a key player on our electrical operation area detecting improvement	29 Apr 2016

opportunities and
having positive
interaction with
quality department,
she has been
practicing her
leadership
capabilities
coordinating projects
as the DITMCO MIR
to TIM transference