

# Chavez Pedro

## Career File



**12** Direct Reports  
**16** Total Team

Personal Information	
<b>First Name</b>	Chavez Pedro
<b>Title</b>	24
<b>Division</b>	Bell Division
<b>Department</b>	Staff
<b>Supervisor</b>	Azua Luis
<b>Location</b>	T.I.M. - Bell Helicopter plant (BHMBU-BC777)
<b>City, State, Country</b>	MEX-Mexico
<b>Hire Date</b>	2012-07-16
<b>Years of Service (Not 4 to be used for benefit calculations)</b>	38
<b>Gender</b>	Male

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
16 Jul 2012	31 Dec 2014	Engineering Technical Chief	Bell Helicopter Engineering	Chihuahua	Mexico
01 Jan 2015	03 Feb 2017	Value Stream Manager	Bell Helicopter Operations	Chihuahua	Mexico
04 Feb 2017	Quality & MRB	Quality Manager	Bell Helicopter	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
23 Mar 2009	15 Jul 2012	Engineering Leader	Hawkerbeechcraft	Aerospace	Chihuahua & Wichita KS	Mexico & USA	Engineering	Leadership
05 Jun 2006	20 Mar 2009	Manufacturing Test Engineer	Labinal	Aerospace	Chihuahua & Wichita	Mexico & USA	Engineering	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	Value Stream Manager	Bell Helicopter	DPU Reduction from .372 in 2014 to .158 YTD 2015 Increase 412 On time Completion from 42% in 2014 to 78% YTD 2015 Increase 412 On time Start from 58% in 2014 to 83% in 2015 412 EPI Electrical Wiring Harnesses Implementation at TIM total 98 new part numbers introduced successfully 412 Scrap reduction from .33% to .23% 412 Increase efficiency from 64% to 79% from January to June 2015
2016	Value Stream Manager	Bell Helicopter	429 43% DPA Reduction vs. 2015, 12 vs. 21 DPA Average YTD 28% DPU Reduction vs. 2015, .028 vs. .039 average in Subs/electrical Total DPU in VS .025 real vs .028 goal Subs .040 vs .073 electrical .016 real vs. .011 goal 75% Improvement in Quality failures vs. 2015, 8 Quality failures reported in 2016 vs. 32 reported in 2015 72% Scrap Reduction \$24,334.00 vs. \$107,436.96 412 47% DPU reduction vs 2015 .070 YTD vs .133 in 2015 79% Improvement in Quality Failures, 4 in 2016 vs 24 in 2015 96% reduction in Scrap \$849.90 YTD vs. \$28171.99 in 2015 407 49% scrap reduction \$2770.17 in 2016 vs. \$6763.86 3.5% reduction in DPUs .0417 in 2016 vs. .0430 in 2015 92% improvements in quality failures 1 in 2016 vs. 12 in 2015 100% of close actions of 22 kaizens (DPU, DPA, Scrap) 429 97% OTC, 45% improving in 15% Hours reduction vs. target 2016 3457 hrs per AC vs 4079 hrs per AC in 2015, 622 hrs less per AC 38% Reworks reduction in 2016 101 reworks hours per AC vs 162 reworks hours per AC in 2015 98% OTC in 412 429 Lead time vs 2015: 92% Lead Time vs 51% in 2015 79% reduction of reworks hours: 9101hours in 2015 vs. 1909 in 2016
2014	Engineering Technical Chief	Bell Helicopter	Heat treat process implemented to reduce lead time from 5-15 days to 1 to 4 days Brush pasivation process implemented to reduce time from 8 days to less than 1 day Hotbond and composite bond process

to be implemented in August full BPS 429  
Nose re-painting process was eliminate  
from A/C 232 saving 1.5 production days  
429 MRB Airframe cycle time reduced  
from 2.88 to .80 days 407 MRB Airframe  
cycle time reduced from 3.98 to 1.75 days  
412 MRB Airframe cycle time reduced  
from 2.80 to 1.43 days 429: 23 NCR  
incorporate to the planning 407: 16 NCR  
incorporate to the planning 412: 24 NCR  
incorporate to the planning 95 Tools  
created and implemented to reduce  
defects Separate poke yokes from  
Provision tools

2013	Engineering Technical Chief	Bell Helicopter	Fabrication area Implementation Successful BSM migration to CAMS and ENOVIA clean up systems 100% training for Manufacturing Engineers Reduce support form Mirabel regarding fabrication parts in B11 WLG Implementation project at 429
2012	Engineering Technical Chief	Bell Helicopter	Design and establish Engineering department at TIM.
2011	Engineering Leader	Hawkerbeechcraft	Successful transition of Nose Assembly, Lower Fuselage, Upper Fuselage, Cowlings and Nacelles

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
USA	Engineering	2	Labinal	Manufacturing Test Engineer at Wichita Facility
USA	Engineering	2	Hawkerbeechcraft	Manufacturing Engineer in transition projects

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
Engineering	Industrial Engineering	Chihuahua	Instituto Tecnologico de Chihuahua II	Chihuahua	19 Oct 2002	

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed	
Coaching	Universidad Autonoma de Chihuahua	Completed	28 Mar 2014	
Devoloping Leadership Excellence	Textron University	Completed	29 Apr 2016	
Building Leadership Capabilities	Textron University	Completed	20 Jun 2014	
Formacion para el Seguimiento de la Cultura	Partners In Leadership	Completed	16 Oct 2015	

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native	Native	Native	
English	Advanced	Advanced	Advanced	Second Language
French	Basic	Basic	Basic	Learning

Performance History

Start Date	End Date	Rating
16 Jul 2012	31 Dec 2012	3
01 Jan 2013	31 Dec 2013	3
01 Jan 2014	31 Dec 2014	3
01 Jan 2015	31 Dec 2015	3
01 Jan 2016	31 Dec 2016	4

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Director	Quality	Bell Helicopter		19 May 2017
Director	Engineering	Bell Helicopter		19 May 2017
Plant Manager	Operations	Bell Helicopter	Long term plans	19 May 2017

Geographic Mobility

Example. Yes.

Willing to Relocate Yes  
Comments With my family  
Date Entered 2017-05-19

Strengths

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

Competency	Comments	Date Entered

Development Needs

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

Competency	Comments	Date Entered

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