

Aragonez Stefany

Career File



0 Direct Reports
13 Total Team

Personal Information

First Name Aragonez
Stefany

Title Front Line
Leader

Division Bell Division

Department 407 Structural &
Electrical

Supervisor Viramontes
Adolfo

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

City, State, Country MEX-Mexico

Hire Date 2015-08-10

**Years of Service (Not 1
to be used for benefit
calculations)**

Years 2

Gender Female

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
09 Jan 2015	31 Aug 2016	Quality Intern	TIM	Chihuahua, Chihuahua	Mexico Internships
13 Mar 2017		Planner	TIM	Chihuahua, Chihuahua	Mexico Production planning and control

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
06 Jun 2011	11 Dec 2015	Administrative Assistant	Autronic Power	Programming and Automation	Chihuahua, Chihuahua	Mexico	Supplier service, payroll, stationary control	Administrative
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	Six Sigma team member	ESJ	Deployment of Six Sigma project reducing 50% in paint consumption on joists.					
2015	Front Line Leader	Bell Helicopter	Implementation of one month recovery plan due to production delay achieving 100% OTC.					
2015	Front Line Leader	Bell Helicopter	Achieve an increase of 5% in efficiency in 4 months working as coach with the operative team.					
2015	Quality Intern	Bell Helicopter	A 67.39% reduction of DPU and 64.38% reduction in scrap cost for 412VS was achieved due to root cause analysis and implementation of corrective actions.					
2016	Front Line Leader	Bell Helicopter	Fusion of Item 952 and Item 963 VS 407, reducing 28% of the manpower and increasing efficiency in 22%.					
2016	Front Line Leader	Bell Helicopter	Creation of the system and its measurement of the Accountability culture as the development and deployment of it.					
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				
United States of America	Front Line Leader Training		Bell Helicopter	Leadership management, systems and procedures, Quality, EHS and HR training.				

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 (Int'l equivalent - min 4 years)	Industrial Engineering	Mexico	Insituto Tecnologico de Chihuahua	Chihuahua, Chihuahua	09 Oct 2015 Member of American Society for Quality, graduated with excellent academic average 91
Certification	Quality Process Analyst	Mexico	American Society for Quality	Chihuahua, Chihuahua	19 Jun 2013

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Emotional Intelligence	TIM	Complete	14 May 2016
Business Coaching	Reencuandre	Complete	20 Jan 2017

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native	Native	Native	
English	Fluent	Fluent	Fluent	Level C1 according to the Common European Framework

Performance History

Start Date	End Date	Rating
01 Jan 2016	31 Dec 2016	3
10 Aug 2016	31 Dec 2015	3

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

Strategic Fit Green
Probability of Loss Low
Impact of Loss High
Potential Emerging Leader
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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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Coordination	Operations Superintendent	Bell Helicopter		16 May 2017
Management	Continuous Improvement	TIM		17 May 2016
Coordination	Project planning and control Coordinator	Bell Helicopter		16 May 2017

Geographic Mobility

Example. Yes.

Willing to Relocate Yes
Comments Reubication will be needed for family, also.
Date Entered 2016-05-17

Strengths

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

Competency	Comments	Date Entered
Work under pression	Capable to structure plans in short time.	
Great time management	Capable to focus in several tasks.	
Influence	Achieve results from others and teamwork.	
Action learning	Capable to get results while learning the job.	
Interpersonal Intelligent	Build constructive and effective relationships.	

Costumer focus	Ability to identify, understand and meet the expectations of the customer.	
Provide effective staff	Identifies staff capacity, experience and skills that will lead to TIM to another level.	15 May 2017
Perseverance	Insistent on achieving any proposed objective, both personal and Organization (does not conform).	15 May 2017
Creativity	Capable to contribute with new improvement ideas.	15 May 2017
Process management	Ability to set goals and priorities, effectively distributing tasks and resources.	15 May 2017

Development Needs

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

Competency	Comments	Date Entered
Organizational Agility	Ability to redirect objectives or long-term vision; anticipates future trends and consequences.	15 May 2017
Business Acumen	Knowledge of the company, market, competitors, customer and its strategy to meet your needs.	15 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
Develop our people, improve resources management	Versatility matrix: Technical training for the VS 407 operative team.	
Improve coaching ability	Coaching sessions with Production Leader to work on his weakness.	17 May 2016
Organizational Agility	Interviews with a person recognized by his authority, one on one's with the members of my tactical team, read the book \"How organizations Works\", take the course of 7 habits of highly effective person and do an assesment before and after this activities.	01 May 2017
Business Acumen	Perform mentoring sessions with different departments, take the course \"Business Acumen\", read the history of Bell Helicopter, informal conversations with FLLs from Fortworth, general informative session with TIM's General Manager. Perform the Planner function in deconfigured ítems VS 407 for 6	16 May 2017

months.

General Summary **Manager View Only

Comment	Date Entered
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