

# Antonio Ramirez Mariscal

## Career File



**27** Direct Reports  
**40** Total Team

### Personal Information

**First Name** Antonio Ramirez  
Mariscal

**Title** MRB Liason  
Engineer III

**Division** Bell Division

**Department** CI & Tech.  
Support

**Supervisor** Antonio Saenz  
Quintana

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

**City, State, Country** MEX-Mexico

**Hire Date** 2011-01-24

**Years of Service (Not 4  
to be used for benefit  
calculations)**

**Years** 35

**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 Jan 2015		Engineering Technical Chief	Bell Helicopter. Textron Internacional de Mexico	Chihuahua Technical Chief	Mexico
24 Jan 2011	09 Jan 2015	MRB Engineer	Bell Helicopter. Textron Internacional de Mexico	Chihuahua, Chihuahua	Mexico Material Review Board Engineer

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
05 Nov 2004	15 Jun 2005	Quality Process Engineer	AUMA Servicios	QA Engineering	Metal Mechanical	Chihuahua, Chihuahua.	Mexico	Supervisor
18 Jul 2005	27 Jan 2006	Quality Process Coordinator	AUMA Servicios	QA Engineering	Metal Mechanical	Chihuahua, Chihuahua.	Mexico	Coordinator
30 Jan 2006	18 Aug 2008	QQuality Staff Engineer	AUMA Servicios	QA Engineering	Metal Mechanical	Chihuahua, Chihuahua.	Mexico	Customer service, Projects, PPAPs.
25 Aug 2008	24 Jan 2011	Quality/Product Engineer	TRW SWS/CSS	QA Engineering	Steering Wheels/Air Bags	Chihuahua, Chihuahua	Mexico	Customer service, Projects, Inspectors Supervisor

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
2008-09-01	Several Quality departmed positions	AUMA SA de CV	Two job promotions going from a Quality supervisor to Process department Coordinator, and finally achieving a Quality staff position.
2009-10-01	Product Quality Engineer	TRW Steering Wheels Systems	Successfully Plant transfer from Parque industrial Chihuahua to el Saucito.
2009-11-01	Product Quality Engineer	TRW Steering Wheels Systems	Selected from Air bags plant to reinforce Steering Wheels plant based on job development.
2015	Engineering Technical Chief	Textron Internacional de Mexico	Successfully achieve the final MRB transformation where the final cycle is MRS-MRB-WSFM.

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	Customer Service	5.0	AUMA / TRW	Quality representative.
Canada	MRB training	0.6	Bell Helicopter	Certification obtained on May 2013

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					
Mechanical Engineering	Industrial	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua, Chih. Mexico	10 Jul 2004 Degree
Master Business Administration	Engineering Administration	Mexico	Universidad La Salle de Chihuahua	Chihuahua, Chih. Mexico	30 Jan 2015

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Bell safety management system	Textron internacional de Mexico	Completed	10 Mar 2015
Coaching for Improvement	LTS	Completed	15 Apr 2015
Green Belt	Textron University	Certified	20 May 2013
Seven conversations of exceptional Leaders	Textron University	Completed	19 May 2015

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	As native language	As native language	As native language	
English	90%	90%	85%	Technical also
German	55%	25%	35%	Able to manage a light conversation

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	4
01/Jan/2013	31/Dec/2013	4
01/Jan/2014	31/Dec/2014	4

**Talent Assessment \*\*Manager View Only**

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

Strategic Fit  
Probability of Loss  
Impact of Loss  
Potential  
Date Entered

**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
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Seeking to grow in  
side Textron  
company, would like  
to be considered for  
future promotions  
based on

**Geographic Mobility**

Example. Yes.

Willing to Relocate	National and international. Able to change my
Comments	place of residence with a minimum 2 month
Date Entered	notice and a
	With previous agreement
	2015-03-02

**Strengths**

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

Competency	Comments	Date Entered
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Passion for customer success	Based on 360 evaluation.	20 Mar 2015
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**Development Needs**

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

Competency	Comments	Date Entered
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Business knowledge	Just attended LIFT conference. New position allows me to have better access	20 Mar 2015
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to noted information.

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
Bussiness Knowledge	To find additional information thru media sources about Bell, such as magazines and FB. Be involved	20 Mar 2015
Time management	To exsorze on delagation. Define time consuming task and try to simplify. Communicate need to manage	20 Mar 2015

General Summary \*\*Manager View Only

Comment	Date Entered
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