

Castilla Paulina

Career File



0 Direct Reports
10 Total Team

Personal Information

First Name Castilla Paulina

Title Ingeniero de Calidad

Division Bell Division

Department Quality

Supervisor Arias Isabel

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

City, State, Country MEX-Mexico

Hire Date 2011-06-13

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

Years 31

Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
Homero Diaz	Ready	QA Engineer	0

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
Function					

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
01 Jan 2011	01 Jun 2011	429	Electrical	Chihuahua, Mexico	Chihuahua.	IE
02 Jun 2011	01 Jun 2012	429	Electrical	Chihuahua, Mexico	Chihuahua	ME
01 Jun	01 May	429	961V-949V	Chihuahua, Mexico		ME

2012	2013			Chihuahua		
01 May 2013	01 Jan 2014	429	930V Electrical Configuration	Chihuahua, Mexico	ME	
01 Apr 2014	27 Mar 2015	429	944V	Chihuahua, Mexico	ME	
01 Jul 2015		QA Engineer	Bell Helicopter	Chihuahua Mexico	QAE	

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
07 Jan 2008	02 Jun 2008	Administrative Assistant	Oportunidades SEDESOL	Government	Chihuahua	Mexico		Update affiliates information
02 Jun 2008	12 Dec 2008	Quality Intern	Labinal, Safran Group.	Aerospace Industry	Pryor, OK.	U.S.A		Make reports and analysis of defects.

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	ME	Textron International Mexico	- Contribution on 30% DPA reduction by 11 pokayokes implementation and at least 8 planning modifications.
2014	ME	Textron International Mexico	- H&S contribution by detecting, reporting 30 unsafe conditions.
2014	ME	Textron International Mexico	- Being part of the initiation of HPT as a Tactic member, and giving actions to help production and meet our goals.
2015	QA Engineer	Textron International Mexico	Successfull integration to QA department. Goals for electrical areas within goal for DPU and scrap. Definition of QA strategy as plan for 2016

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
U.S.A	Quality Intern	6 Months	Labinal, Safran Group.	
U.S.A	English as a Second	1	Edsel Ford High	

Language

School

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
Physics -Mathematics		Mexico	Preparatoria Federal "Division del Norte"	Camargo, Chih.	01 Jul 2002
Industrial Engineer - Quality and Productivity		Mexcio	Instituto Tecnologico de Chihuahua I	Chihuahua, Chih.	02 Mar 2009

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
IPC trainning and certification on J-STD-001	Quality for Circuit Technology Businesses		26 Oct 2012
Analisis del Modo y Efectos de las fallas	Q&M Consultores		18 May 2012
Planes de control	Q&M Consultores		18 May 2012
Ergonomia Aplicada	Textron International Mexico		28 Oct 2011
CatiaV5	TIM		15 Jun 2015

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	Native	Native	Native	
English	Fluent	Fluent	Fluent	

Performance History

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	3
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	3

Talent Assessment **Manager View Only

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

Strategic Fit Manages others
 Probability of Loss Medium
 Impact of Loss High
 Potential Promotable long term
 Date Entered 2016-05-16

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
Manages others	QA Engineer	Bell Helicopter	Ready	16 May 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Manufacturing Engineer III	Acquire fully knowledge of an ME and implementation of those strengths.		Step to reach a leader position	20 Mar 2015
Quality Engineer Sr	Dominate QA activities as SPC, FMEA and RCCA	TIM	Able to achieve zero defects by QA strategy	17 May 2016

Geographic Mobility

Example. Yes.

Willing to Relocate NO
 Comments Family
 Date Entered 2016-05-17

Strengths

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

Competency	Comments	Date Entered
Confidence and integrity		17 May 2016
Listen and communicate		17 May 2016

Development Needs

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

Competency	Comments	Date Entered
Time management		17 May 2016
Business management		17 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
FAI creation	Able to dominate the creation of FAI documents by AS9100. a. Dominate structural FAI b. Certification as internal auditor by AS9100 rev D	17 May 2016
QMS knowledge	Able to dominate the requirements applicable for the QA positions at TIM. a. Familiarization with procedures at ERIC and BEll Frame work. b. Benchmark with RCCA of other areas and facilities c. Training curse on route cause analysis	17 May 2016

General Summary **Manager View Only

Comment	Date Entered
Paulina has a good sense of the importance and communication, quick learner and good sense of urgency. She requieres to domain her new postion and define the way she will get results	16 May 2016