

# De la Cruz Omar

## Career File



0 Direct Reports  
4 Total Team

### Personal Information

**First Name** De la Cruz Omar  
**Title** Front Line Leader  
**Division** Bell Division  
**Department** 429 Structural & Subassemblies  
**Supervisor** Chavez Pedro  
**Location** T.I.M. - Bell Helicopter plant (BHMBU-BC777)  
**City, State, Country** MEX-Mexico  
**Hire Date** 2011-12-05  
**Years of Service (Not 4 to be used for benefit calculations)**  
**Years**  
**Gender** Male

### Successors

Name	Readiness	Current Title	# of other nominations
Daniel Cereceres	Strong FLL background within bell helicopter in electrical and structural area, high performer and focus in continuous improvement	Planner	

### Current Nominations

Role	Readiness	Incumbent(s)	Last Modified

### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
02 Dec 2011	09 Jul 2015	Manufacturing Engineer	429 Structural and sub-assy	Chihuahua, Chih Implement and Improve Manufacturing	Mexico

Process within Bell standards to comply costumer needs safely

Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
10 Jul 2015		Front Line Leader	Bell Helicopter Mexico	Chihuahua, Chih	Mexico	-Lead my Team and peers to successfully achieve Established goals and behaviors

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
28 Jul 2008	06 Feb 2009	Engineering	Labinal (Engineering Services)	Aviation	Chihuahua, Chih	Mexico	Design Intern	1. 2D/3D design for wire Harness Instalation, Boeing 787 model
26 Mar 2009	05 Aug 2011	Manufacturing	Hawker Beechcraft Co	Aviation	Wichita, Ks	U.S.A	Manufacturing Engineer	-Pistons Baron G58 & Bonanza G36 transition from Wichita to CUU facilities
08 Aug 2011	03 Dec 2011	Engineering	Hawker Beechcraft	Aviation	Chihuahua, Chih	Mexico	Process Planner	-BOM, Planning and tooling changes incorporation on SAP system for current production

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
2009	Design Intern	Labinal de Mexico S.A. de C.V.	I obtained a Design Certification for 3D wire harness assembly, I completed (19) designs with no rejections in a time frame of 4 months, no quality revision required after certification released.
2009-2011	Manufacturing Engineer	Hawker Beechcraft Co.	I successfully transferred +230 manufacturing part numbers (sub & major fuselage assy) from PLT2 Wichita, Ks to PLT7 Chihuahua, Mx within defined

			period of time 2 year 4 month to complete transition and be able to drive production as required by our costumers
2012	Manufacturing Engineer	Bell Helicopter Mexico	I provided Manufacturing Support and leadership to shop floor for production ramp up on 429 Line, Increasing Production from 8 Cabin Assy to 27 Cabin Assy in a time frame of 12 months with no manpower increase, I had successfully transferred F.A.I. for 429 WLG Configuration at TIM And Trained personnel on production Line to successfully achieve established production goals
2013	Manufacturing Engineer	Bell Helicopter Mexico	I successfully implemented a second production assy Line for ROOF and FLOOR assy thru a capacity analysis and production line balancing to increase production from 38 to 63 assemblies in a period of a year.
2014	Manufacturing Engineer	Bell Helicopter Mexico	-I had successfully lead a team of 4 ME\\'s to create 9 new part numbers and improve OTS from 0% to 100% in a period of 3 months, reducing 100 hrs of lead time in item 958V, eliminating pos 3 in ITEM 944V, saving 100 sq ft of space in the building, reducing man power from 3 to 1 person in the overall configuration change.
2015	Front Line Leader	Bell Helicopter Mexico	I had lead 4 High Performance Teams and Tactical peers to successfully improve performance. -We have Reduced VS429 DPA in a period of 6 months from AVG 30 defects (JAN/16-JUN/16) to an AVG of 12 defects (JUL/16-DEC/16) for a total reduction of 60% -We have decreased VS429 SCRAP cost in a period of 6 months from AVG 13892USD (JAN/16-JUN/16) to an AVG of 3923 USD (JUL/16-DEC/16) for a total reduction of 71% -We have improve OTC in a period of six months from AVG 61% (JAN/16-JUN/16) to an AVG of 90% (JUL/16-DEC/16) -We have increase efficiency in item 944, 949/961, 942 from 56% in JUN/16 to close DEC in 86%.

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	Transition Manufacturing	2.5 YEAR	Hawker Beechcraft Co.	Successfully transfered over 230

**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
Electromechanical Engineer	Automation	Mexico	Instituto Tecnologico de Delicias	Delicias, Chih	06 Mar 2009

**Textron Leadership Development**

Course Name	Institution Name	Status	Date Completed
Lean Manufacturing	Lean Consulting Group S.C.	Finished	02 Jul 2014
Green Belt Training	Taxtron University	Completed	17 May 2013
Front Line Leader Training	Bell Helicopter	Completed	25 Sep 2015

**Language Capability**

Example. English 800 points TOEIC tool

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

**Performance History**

Start Date	End Date	Rating
01/Jan/2012	31/Dec/2012	4
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 Green  
Probability of Loss Low  
Impact of Loss Low  
Potential High  
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
Strategic	Operations Manager	Bell Helicopter	3-5 years	17 May 2016
Leadership	Engineering Leader	Bell Helicopter	1-2 years	17 May 2016

### Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Managment	Operations Manager	Production	I am prepared to lead bigger teams and peers to Achive Bussiness goals	18 Feb 2016

### Geographic Mobility

Example. Yes.

Willing to Relocate Yes  
Comments Adaptable to the Company needs  
Date Entered 2016-03-21

### Strengths

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

Competency	Comments	Date Entered
Leadership	Able to lead and guide workers and peers to achive goals in a team enviroment	18 Feb 2016
Negotiating	Can settle differences with minum noise, gains trust quickly of other parties to the negotiations, h	16 May 2016

### Development Needs

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

Competency	Comments	Date Entered
Composure	Defensive, easily overwhelmed, emotional, sensitive, too much going on	16 May 2016
Peers relationship	Level of demand not enough with peers, hold all the accountability, allows due	16 May 2016

dates out of target, not make commitments after a issue with a peer

Perseverance	Not 100% oriented, make some tries,	16 May 2016
Customer Focus	Customer expectations not well defined, create reworks for NHA, root cause not determine in time	16 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
Composure	To work in decrease triggers, identified them, practice holding back the first response long enough to think of second	16 May 2016
Peers relationship	To be more demanding in day to day and hold and demand accountability in peers	16 May 2016
Perseverance	To implement OV project in 2016, influence in others, execute lean manufacturing painting project, take more responsibilities	16 May 2016
Customer Focus	Learn from others (QAE) identified good and bad behaviors to have a best perspective and vision, participate in RCA\\'s analysis	16 May 2016

### General Summary \*\*Manager View Only

Comment	Date Entered
Omar is the most technical FLL in TIM, his background in Engineering complement the FLL role, as well his influence in others groups is very positive and he is accountable and is always driving a good performance through the philosophies implemented	16 May 2016