

Apodaca Karen

Career File



0 Direct Reports
10 Total Team

Personal Information

First Name Apodaca Karen
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 2012-11-30
Years of Service (Not 3 to be used for benefit calculations)
Years 27
Gender Female

Successors

Name	Readiness	Current Title	# of other nominations
Aaron Mendoza	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					
10 Sep 2012	30 Nov 2012	Quality Intern Identification of critical operations potential to end on a defect. Evaluate process and tooling on		Chihuahua	Mexico
01 Dec 2012	28 Nov 2014	Jr. Manufacturing Engineer		Chihuahua	Mexico

2012	2014	Engineer	Transition of Aft Lower Fuselage 407-954 from Mirabel to TIM. Take the manufacturing process, toolin			
29 Nov 2014		Quality Engineer	Ensure the quality of the product, coordinate RCCA and attend customer complaints. On charge of the	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
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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
2013	Manufacturing Engineer	Textron International Mexico	Worked on R4 migrating work instructions from MEPI to Plannings in CAMS.
2013	Manufacturing Engineer	Textron International Mexico	Worked on transition of new product, Item 954, from Mirabel to TIM. This was a successful transition.
2015	Quality Engineer	Textron International Mexico	Development of FAI and successfully execution of Engineering Change C47E at Item 954 and 930 VS 407.

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
France	Formation	1 month	Institut Supérieur de l'Aéronautique et de l'Espace	Course of Flight Mechanics at ISAE in Toulouse, 2011.
Canada	Training		Bell Helicopter Textron Limited	Train to work on BSM R4.
USA	Training		Bell Helicopter	Training to start BSM R5. Proyect was put on hold later.

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					
High School		Mexico	Colegio de Bachilleres del Estado de Chihuahua. Plantel 4.	Chihuahua	06 Jun 2008
Bachelor	Mechatronics Engineering	Mexico	Instituto Tecnologico y de Extudios Superiores de Monterrey	Chihuahua Honor Roll with 93 points out of 100.	30 Nov 2012

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Coaching Program	Textron International Mexico	Closed	31 Dec 2013

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	85%	85%	85%	610 points in TOEFL
Spanish	Native	98%	98%	Native Language
French	Level A1/A2	Level A1/A2	Level A1/A2	Course at ISAE on 2011 and at Textron in 2013-2014.

Performance History

Start Date	End Date	Rating
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01/Jan/2013	31/Dec/2013	4
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01/Jan/2014	31/Dec/2014	4
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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	Medium
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
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Manage others	QA Engineer	Bell Helicopter	Ready	16 May 2016
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Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
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Superintendent	QA Superintendent	Textron Aviation	To keep developing my skills as leader.	18 May 2016
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Geographic Mobility

Example. Yes.

Willing to Relocate	YES
Comments	2016-05-18
Date Entered	

Strengths

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

Competency	Comments	Date Entered
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Global Business Accumen	Karen has a good knowledge of the business, focus on the process, has a global mindset and is easily	18 May 2016
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Integrity and Trust

Karen achieves results attached to the organization's values and transmit the example to follow with

18 May 2016

Development Needs

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

Competency	Comments	Date Entered
Organizational agility	Karen needs to improve her ability to take smart risks.	18 May 2016
Create efficient teams	Needs to improve the ability to assign activities to the parties of the team.	18 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
Create efficient teams	Have a session with Pedro Chavez in order to learn from him to develop people and take advantage from their strengths to assign activities.	18 May 2016
Organizational agility	Get involved with Antonio Saenz, in the office but also in meetings with other parties, in order to learn from him how to take risks and make smart decisions.	18 May 2016

General Summary **Manager View Only

Comment	Date Entered
Karen needs to focus on her administration and the way that she plans to obtain results along with her team as well as how there are going to be develop	16 May 2016