

Dominguez Pablo

Career File



0 Direct Reports
20 Total Team

Personal Information

First Name Dominguez Pablo

Title Ingeniero de Enlace

Division Bell Division

Department CI & Tech. Support

Supervisor Saenz Antonio

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

City, State, Country MEX-Mexico

Hire Date 2012-10-19

Years of Service (Not 3 to be used for benefit calculations)

Years 30

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
18 Nov 2014		Liaison MRB Engineer	TIM	Chihuahua, Chihuahua	Mexico
19 Oct 2012	18 Nov 2014	Manufacturing Engineer	TIM	Chihuahua, 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
01 Feb 2012	17 Oct 2012	Lead Design Engineer	Zodiac Seats U.S	Aerospace	Chihuahua, Chihuahua	Mexico	Lead Design Engineer	Leader
12 Jul 2010	31 Jan 2012	Design & Liaison Engineer	Zodiac Seats U.S	Aerospace	Chihuahua, Chihuahua	Mexico	Design & Liaison Engineer	Collaborator
02 May 2011	30 Sep 2011	R&D Design Engineer	Zodiac Seats U.S	Aerospace	Chihuahua, Chihuahua	Mexico	R&D Design Engineer	Collaborator
08 Jun 2009	15 Oct 2009	Manufacturing Engineer	Zodiac Seats U.S	Aerospace	Chihuahua, Chihuahua	Mexico	Manufacturing Engineer	Collaborator
16 Oct 2009	09 Jul 2010	Production Coordinator	Zodiac Seats U.S	Aerospace	Chihuahua, Chihuahua	Mexico	Production Coordinator	Collaborator
07 Apr 2008	26 Sep 2008	Wire Installation Designer	Labinal Inc.	Aerospace	Everett, Washington	United States	Wire Installation Designer	Collaborator

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
2011	Design Engineer	Zodiac Seats U.S.	Develop a program of A320-7070/5600 seats of more than 40 Shipsets for Hong Kong Airlines with a value for the company of more than \$11 Million (Dollars).
2011	R&D Designer	Zodiac Seats U.S.	Develop new concepts of bottom and back cushions, arm rest and track fittings for a new Airplane seat.
2013/2014	Manufacturing Engineer	Bell Helicopter	Developing/creating new Interactive Work instructions (Animated) for the Item 58 Floor assy of the new model of helicopter (525) at Fort Worth and Amarillo Texas.
2015	Liaison MRB Engineer	Bell Helicopter	Obtain Delegation for \"Air-frame and associated parts\" in 10 months (Faster time to date to obtain a delegation at TIM). Score of 96% on Off Job Exit Exam (highest score to date)

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	Develop new product	2	Bell Helicopter	Working as Manufacturing

				Engineer, developing/creating new Interactive Work instructions and involve in the creation of new tooling for the new model of helicopter (525).
United States	ITCM, PDR, CDR and FA Meetings	2	Zodiac Seats U.S.	Participant on important meetings for the development of new programs. (Engineering)
United States	Develop new product	0.5	Zodiac Seats U.S.	Developing the new Airplane Seat of the company, working with Bottom and Back Cushions, track fittings and arm rest (Designer)
United States	Internships (Designer)	0.5	Labinal Inc.	Working as Wire Harness Installation Designer for the new airplane of Boeing Company 787.

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 of Science	Mechanical Engineering	Mexico	Instituto Tecnologico de Chihuahua	Chihuahua, Chihuahua	06 Mar 2009
Associate of Science	Mechatronics	Mexico	Centro de Bachillerato Tecnologico y de Servicios 122	Chihuahua, Chihuahua	18 Jul 2003

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Training “GD&T”	Textron International Mexico	COMPLETED	22 Nov 2012
CATIA V6 Designer Training	Textron University	COMPLETED	25 Nov 2016
3DVia Composer Training	Textron University	COMPLETED	14 Dec 2012

Solucion Analitica de Problemas	TBD	COMPLETED	08 Jan 2013
LEAN MANUFACTURING	Lean Consulting Group	COMPLETED	16 May 2014
Administracion de Proyectos	DSO Corporativo	COMPLETED	22 Aug 2014
Taller \"Living Above the Line\"	Textron International Mexico	COMPLETED	26 Feb 2016
Taller Inteligencia Emocional	TBD	COMPLETED	22 Apr 2016

Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	Professional Working	Professional Working	Professional Working	able to speak the language with sufficient structural accuracy and vocabulary to participate effecti
Spanish	Native	Native	Native	

Performance History

Start Date	End Date	Rating
01/Jan/2013	31/Dec/2013	3
01/Jan/2014	31/Dec/2014	4
01 Jan 2015	31 Dec 2015	3

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
Career Aspirations				
Level	Function	Business Unit	Comments	Date Entered
Help to improve technical knowledge inside of the TIM MRB Team to be a reference on Bell Helicopter	MRB Engineer	TIM		20 Mar 2015
Grow Professionally inside of the Company		TIM		20 Mar 2015

Geographic Mobility				
Example. Yes.				
	Willing to Relocate	Yes		
	Comments	With Family (wife)		
	Date Entered	2016-02-18		

Strengths		
Example. Use this section to document the employee's strengths.		
Competency	Comments	Date Entered
INTEGRITY AND TRUST	According with my 360 evaluation, is the competency with higher rate of 111.0	18 Feb 2016
INTERPERSONAL UNDERSTANDING	According with my 360 evaluation, is the competency with the 2nd higher rate (107.6).	18 Feb 2016
PERSEVERANCE	According with my 360 evaluation, is the competency with the 3rd higher rate (106.4).	18 Feb 2016

Development Needs		
Example. Use this section to document the employee's development needs.		
Competency	Comments	Date Entered
MANAGEMENT VISION AND PURPOSE	According with my 360 evaluation, is the competency with lower rate of 50.0	18 Feb 2016
DEALING WITH AMBIGUITY	According with my 360 evaluation, is the competency with the 2nd lower rate (59.8).	18 Feb 2016
LISTEN	According with my 360 evaluation, is the	18 Feb 2016

competency with the 3rd lower rate (60.6).

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
INFORMING AND MANAGEMENT VISION AND PURPOSE	IMPROVE COMMUNICATION TO ALL LEVELS BY THE SAME, CHANGING THE PERSPECTIVE OF CHIEF, CO-WORKERS AND CLIENTS. DEVELOPING AN INITIAL STRATEGY TO IMPROVE THE COMMUNICATION. START A DAILY COMMUNICATION WITH MY CLIENTS TO SEE THEIR NEEDS AND SEE HOW I CAN SUPPORT THEM AND MAINTAINING A CONSTANT FEEDBACK.	17 May 2016
SELF DEVELOPMENT	IDENTIFICATION OF STRENGTHS AND WEAKNESS MAKE A PLAN OF HOW TO TAKE ADVANTAGE OF STRENGTHS AND COMPENSATE THE LIMITATIONS.	17 May 2016

General Summary ****Manager View Only**

Comment	Date Entered
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