

Joel Urbina Fierro

Career File



0 Direct Reports
5 Total Team

Personal Information	
First Name	Joel Urbina Fierro
Title	Production Supervisor I
Division	Bell Division
Deparment	429 Structural & Subassemblies
Supervisor	Pedro Raul Chavez Enriquez
Location	T.I.M. - Bell Helicopter plant (BHMBU-BC777)
City, State, Country	MEX-Mexico
Hire Date	2010-04-13
Years of Service (Not to be used for benefit calculations)	5
Years	
Gender	Male

Successors						
Name		Readiness	Current Title		# of other nominations	
Current Nominations						
Role		Readiness	Incumbent(s)		Last Modified	
Textron Job History						
Start Date	End Date	Title	Business Unit		City, State	Country
Function						
13 Apr 2010		Front Line Leader	Production		Chihuahua, Chih	Mexico
	Leadership					
Early Textron Job History not Reflected in Textron Job History Above						
Start Date	End Date	Title	Business Unit	City, State	Country	Function
26 Dec 2008	08 Jan 2010	Supervisor	Production	Chihuahua, Chih	Mexico	Labinal de Mexico

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
09 Jan 2009	05 Nov 2010	Assistant manager	Autozone	Autoparts	Chihuahua, Chih	Mexico		Sales

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	Production Supervisor	LABinal de Mexico	To increased the efficiency 25% implemented in moving teams. This goal was reached in 3 months
2014	Production Supervisor	TIM	To reduced the backlog from 1800 hours to 40 hours in 2014
2015	Front Line Leader	TIM	Hours reduction per aircraft from 848 to 630 hours. And completed on schedule the last 6 aircraft

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
EEUU	Training course	1	Digital Appliance Controls de MEXico	Training in Automatic Insertion Machine
Canada	Transference	1	Bell Helicopter	Tranference from ITEM 962 VS 407

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					
Degree in computer science	Bachelor	Mexico	Tecnologico de Chihuahua II	Chihuahua none	15 Jun 2001

Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Supervisor world class	private institution	Completed	08 Mar 2013
Safe work	Dupond Company	Completed	04 Feb 2011
Coaching	Private Institution	Completed	05 Mar 2015
Crucial Conversations	Textron University	Completed	21 May 2015

Language Capability				
Example. English 800 points TOEIC tool				
Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
English	70%	80%	80%	I'm studied in Harmon Hall School

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.
<div>Strategic Fit</div> <div>Probability of Loss</div> <div>Impact of Loss</div> <div>Potential</div> <div>Date Entered</div>

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
1	Trainer	Production	Have a training	03 Oct 2014

program for the new
supervisors to help
them to do their job

Geographic Mobility

Example. Yes.

Willing to Relocate	Yes
Comments	I would like to work in another country, such as
Date Entered	US or Canada 2015-12-17

Strengths

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

Competency	Comments	Date Entered
Administration staff	I feel good managing people	14 Jan 2000

Development Needs

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

Competency	Comments	Date Entered
Advanced excel course	In need this course to develop better my job	30 Oct 2015

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
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General Summary **Manager View Only

Comment	Date Entered
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