##### **CURRICULUM VITAE OF BAHAR KAYSERILIOGLU:**

**1. Family name:** KAYSERILIOGLU

**2. First names:** RAHILE BAHAR

**3. Date of birth:** 24.10.1964

**4. Nationality:** Turkish

**5. Civil status:** Married with 2 daughters (ages of 24, 19)

**6. Education:**

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| *Institution* | University of California, Los Angeles |
| *Date:* | 1988 |
| *Degree(s) or Diploma(s) obtained:* | Post Graduate – Business Management |

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| *Institution* | Istanbul Technical University |
| *Date:* | 1984 |
| *Degree(s) or Diploma(s) obtained:* | BS. Electronics Engineering |

**7. Language skills:** (Mark 1 to 5 for competence, 5 being the highest)

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| --- | --- | --- | --- |
| *Language* | *Reading* | *Speaking* | *Writing* |
| Turkish | Native | | |
| English | 5 | 5 | 5 |

**8. Membership of professional bodies:**

Vice President of KAGIDER (Women Entrepreneurs Association of Turkey)

Member of Gender Equality in TUSIAD (Turkish Business Association)

Member of YDD (Management Consultants Association of Turkey)

Member of Futurists Association

**9. Other skills (e.g. computer literacy, etc.):** Excellence in MS Office applications

**10. Present position:** Owner and General Manager of KARUNA Management Consultancy

**11. Years within the firm:** 20 years as owner and General Manager of Karuna Management Consultancy, 10 years managerial positions in multinational companies

**12. Key qualifications :**

* **Senior Consultant** in Strategic planning to set vision, short and midterm strategies for companies (workshops for strategy development; moderator and contributor to the meetings with all critical people involved and given pre-work assignments and preparing a strategic planning report afterwards)
* Trainer and moderator of the KAGIDER-GARANTI BANK joint **Women Entrepreneurs Conference** for 10 years in 32 different cities (The project is developed by Bahar Kayserilioglu during her KAGIDER Board Membership period)
* Speaker/Moderator in **International Women Summit of KAGIDER**
* Developer and Trainer of **Management Development, Human Resources Management, Competency based Recruitment Techniques, Performance Management, Intercultural Management, Process Analysis and Design**
* **Guest speaker on Intercultural Differences** in Work Life, Company Cultures versus National Cultures – TRT 2 Television
* Selected **among 10 successful women achievers of Turkey** in **Balkan Women Association**
* **Certified Trainer in** Leadership, Management Skills, Personal Effectiveness, Time Management, Change Management, Major Account Management, Human Resources, Performance Management, Recruitment Skills
* **Coach** for Entrepreneurs, Leaders and Managers
* **Designing trainings and workshops** for specific needs, such as ‘alignment for strategies, corporate governance, cultural differences, change management.
* **Organizational effectiveness**, process analysis, process re-design, improvements, restructuring and job analysis ( working with departments “as is” and “to be” of detailed process flows; establishing and coordinating several project teams for process re-design and following up on improvements)
* **Change management** (using change management techniques, providing a road map for transition. Also work with changes in values, culture, behaviors through interactive workshops, meetings and trainings)
* **Experienced Consultant in Family Businesses** (continuity plans, family plans, development of successors, governance)
* **Gender Equality** advocacy works in TUSIAD as a member of Gender Equality Group
* **Highly experienced in business performance improvement systems** such as **Balanced Scorecard** or other performance systems (identifying factors, calculation methods and reports)
* **Hands-on experience** in many sectors such as Construction, Textiles, Furniture, IT and Telecommunications, Insurance, Media, Tourism, Chemistry, Energy, Audit, Petroleum, White Consumer Goods, Courier and Distribution Services, Food, Construction Materials, Aluminum, Copper, Distribution Channels, FMCG, Post Production and Automotive sectors.
* **Cross-cultural effectiveness** ( using intercultural differences analysis for integration and differences, solving conflicts, creating harmony in company cultures and coaching for right management styles in Romania, Netherlands, Azerbaican for Turkish Executives, and in Turkey for expatriates from France, USA, UK, India, Pakistan, Germany, Netherlands)
* **Experience in managerial positions in multinational companies (NCR, Lafarge)**
* **Owner of Management Consultancy Company**
* **Certified Management Consultant** (CMC) , which is an international certificate given only to high level consultants
* Field experience in different geographical locations, 3 years in Netherlands, 3 years in Romania, 1,5 years in Azerbaican, 6 months Greece
* Very good communication, presentation and moderation skills

**13. Specific Country Experience:**

|  |  |
| --- | --- |
| *Country* | *Date:* |
| Romania | 2001-2004 |
|  | Project Leader |
|  | Consulted two large size Turkish companies in Romania in restructuring, intercultural effectiveness, business plans, management, business performance increase on a contract basis. Worked in cooperation with PwC in human resources issues. |

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| *Country* | *Date:* |
| Azerbaijan | 2009-2010 |
|  | Project Leader |
|  | Consulted Azeri Company in strategy setting, restructuring. Gave trainings for sales improvements and Management skills. |
|  | Gave seminar to Business Association Members about **business planning- strategy- how to be a successful organization** |

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| --- | --- |
| *Country* | *Date:* |
| Greece, Bulgaria, Romania, West Balkans, Israel | 2009-2010 |
|  | Project Leader |
|  | The aim of the project was to release the potential of marketing talent within the SEER (South East Europen Region) community **inspiring them to think bigger and better in order to win in the marketplace** |
|  | Worked with Sales & Marketing teams |

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| --- | --- |
| *Country* | *Date:* |
| Netherlands | 2009- 2012 |
|  | Advisory Board Member/Senior Consultant |
|  | Worked **to improve the business results**, set KPI’s, reorganized the company, recruited managers and professional staff, established management reviews, gave trainings for management, strategy, communication, intercultural differences, established business performance systems, management objectives. |

**14. Professional Experience Record:**

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| --- | --- |
| *Date:* | 1999- Ongoing |
| *Location:* | Istanbul |
| *Company:* | KARUNA Management Consultancy |
| *Position:* | Owner and Senior Consultant/Trainer/Coach/Moderator |
| *Description:* | Leads a team of consultants in   * developing sustainable and growing businesses * developing leaders and future leaders * defining the vision, mission, values, strategies and aligning employees * increasing productivity * training employees for success * coaching for improvement and success * restructuring for profitability |

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| --- | --- |
| *Date:* | 1997-1999 |
| *Location:* | Istanbul |
| *Company:* | Hewitt Associates |
| *Position:* | Project Partner/ Consultant |
| *Description:* | Consulted in **management reporting, performance systems, human resources.**  **Prepared and conducted workshops, training seminars** on performance systems and human resources. |

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| *Date:* | 1993-1999 |
| *Location:* | Istanbul |
| *Company:* | Lafarge Construction Materials |
| *Position:* | Human Resources Manager |
| *Description:* | Worked on company culture, restructuring, recruitment, intercultural management, compensation systems, performance systems, motivation, succession planning. |

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| --- | --- |
| *Date:* | 1988-1993 |
| *Location:* | Istanbul |
| *Company:* | NCR Turkey |
| *Position:* | Training Specialist |
| *Description:* | Trained as Trainer and conducted Technical Trainings for Sales Employees, Key Account Sales Trainings, Effective Management Trainings, Time Management Trainings for all employees. |

**15. Others: -**

Consultancy given to more than 200 companies such as Total Oil, Basf, Lafarge, Johnson & Johnson, Danone, Frito Lay-Pepsico, Goodyear, Aviva, Kraft, Sensormatic, Arçelik, Akkök Holding, Aksa Acrylic, Bereket Energy, Turcas, Havelsan, Aselsan, Organik Kimya, Petkim, Kayalar Kimya, Kurukahveci Mehmet Efendi, Uğur Derin Dondurucu, Mondial Motorlu Araçlar, Bureau veritas, Kanal D, Bahçıvan Gıda, Sybase, Login