

B.ÇİMEN

YURDANUR

SENIOR CONSULTANT

Contact

Address

Istanbul, 34 34710

Phone

00905324219597

E-mail

cimenisikkenty@gmail.com

Skills

- Consulting
- Project management
- Organizational development
- Talent management
- Workforce improvements
- Leadership development
- Executive coaching
- Training and mentoring
- Human resources management systems
- Assessor

Languages

English

Full Professional

Spanish

Elementary

Experienced Senior Consultant with DDI Türkiye, specializing in organizational development and talent management. Proven track record in enhancing workforce capabilities and implementing strategic training initiatives. Expert in executive coaching and project management, fostering leadership growth and driving impactful change. Successfully designed succession planning strategies, ensuring a robust pipeline of future leaders.

Work History

2010 - Current	Senior HR Consultant DDI TURKİYE, Istanbul, Turkey Collaborated with HR Management to identify skills gaps, resulting in targeted training initiatives for workforce development. Partnered with management teams to align training initiatives with business objectives, supporting strategic goals through workforce development efforts. Facilitated group coaching sessions and provided individual coaching support. Coached individuals in one-on-one settings to reinforce learned concepts and provide personalized guidance on career growth opportunities. Implemented a mentoring program that connected experienced professionals with newer employees for ongoing support and knowledge transfer. Facilitated virtual, in-person and blended learning sessions. Developed relationships with clients to provide ongoing support. Researched latest industry trends and developments to keep abreast of best practices.
2005 - 2010	Sales Training Supervisor Avon Turkiye, Istanbul, Turkey Acted as the Global Sales Training Lead (between WEMEA and Turkey for all Sales Training and Development projects.) Fostered strong relationships with key stakeholders, working collaboratively to achieve business objectives through effective salesforce

development.

As being the "Avon Global Coach Certified", cascaded coaching process to the sales force. Provided one-on-one coaching sessions tailored towards addressing specific areas needing development in individual employees. Streamlined onboarding processes for new sales representatives, ensuring faster integration into the team.

Created opportunities for mentorship between experienced sales professionals and newer hires, promoting knowledge sharing within the team. Trained new managers in leadership skills necessary for success in their roles overseeing sales teams. Assessed and analyzed sales team performance to determine areas of weakness and areas of strength. Evaluated the effectiveness of training programs through regular assessment, making adjustments as needed for optimal results.

2001 - 2005

Training and Development Supervisor

Arıkanlı Group, Istanbul, Turkey

The responsibilities for the organization of 8500 employees and 14 regions were;

Established and coordinated training centers both in Istanbul and Ankara.

Collaborated with department managers to identify specific training needs, ensuring relevant courses were offered.

Conducted orientation sessions and organized on-the-job training for new hires.

Enhanced employee skill sets by designing and implementing comprehensive training programs.

Monitored and evaluated training performance to determine quality and cohesiveness.

Alternated training methods to diversify instruction, strengthen learning opportunities, and enhance program success.

1998 - 1999

Training Specialist

Garanti Bank, Istanbul, Turkey

Made annual training plans.

Coordinated with external training firms.

Evaluated training effectiveness.

Took part in Oracle applications group.

Developed training handbooks and reference materials.
Conducted regular needs assessments to ensure alignment of training initiatives with organizational goals and objectives.

1996 - 1998

Sales Specialist

AGF Garanti Insurance, Istanbul, Turkey

Monitored branch's insurance target.

Dealt with 10 branches' insurance activities.

Trained branch's personnel about insurance products and services

Educated customers about product features and benefits to aid in selecting best options for each individuals' needs.

Education

2009

MBA

Yeditepe University

2000

Business Administration

Cavendish College - London

1996

Psychology

Ankara University - Ankara, Turkey

Certifications

Assessor , Feedback Provider, Training Facilitator
-DDI

Training Fasilitator- Knolskape

Assessor, Feedback Provider Pinsight

Certifed Coach , Avon

Interests

Tennis

Travelling