



Ilayda Pasiner

Senior Consultant, Manager, Trainer

A track record of **20 years in corporate environments**, worked in both German and Japanese conglomerates **within and outside Turkey**.

Now seeking an opportunity to touch lives through coaching, mentoring and training, facilitating people development and engagement.

- Set up **4 functions** and organized **5 different teams**.
- Designed** and **coordinated group activities** in programs and projects for engagement, development and collaboration.
- Served in **strategy and marketing, business excellence and business development functions** as a **senior management consultant, program and project manager**, a change and transformation agent.

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surdurulebiliryasamenerjisi

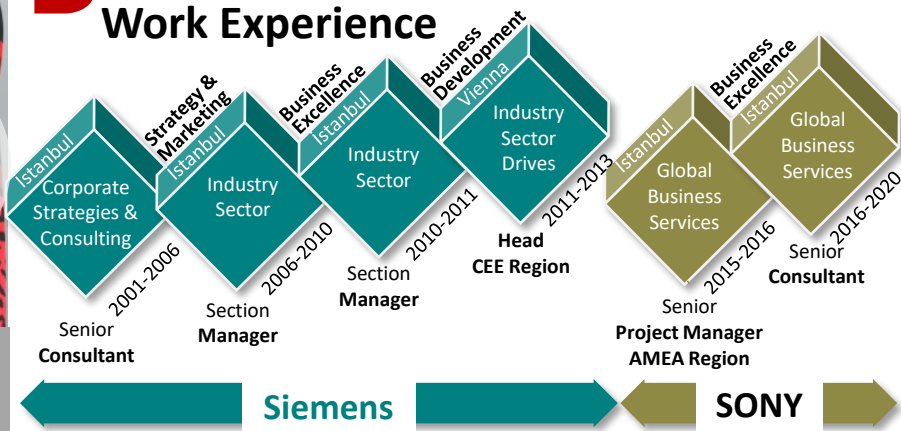
Ilayda Pasiner

Atalar, İstanbul

Born on 1973 in Ankara, Turkey



Work Experience



Functional Skills

Strategy Development	100 %
Continuous Improvement	100 %
Organizational Development	100 %
Team Management	90%
Project / Program Mang.	90 %
Intercultural Communication	100 %
Workshop - Training Delivery	100 %
Customer Relationship	80 %
Innovation Mang.	60 %
Digital Business / RPA	50 %

Software Skills

CRM Systems and Tools	90 %
MS Project and MS Visio	100 %

Language Skills

English	Fluent
German	Advanced
Turkish	Native speaker

Achievements

- ~100 hours of coaching, volunteered mentoring for facilitation of people dialogue and engagement (2020 onwards).
- Set-up of a sustainable way of working framework designed to serve 90 employees and 3 departments for global services business.
- Delivered Continuous Improvement Programs, facilitated culture change through group work and development (50% of the work force engaged, ~€200,000 saving).
- Delivered countless information sessions, state of the art exploration workshops and 6 different functional trainings.
- Regional management of a global HR Transformation Project impacting 11.000 employees (AMEA Region, engagement of 40 geographically dispersed stakeholders across 13 countries) .
- Business development in Austria for a regional cluster of 9 countries, delivered multiregional projects and processes with an efficiency increase of 30%.
- Managed strategic transformation and process optimization projects covering 10 business units and 100 employees.
- Designed and delivered a company wide innovation management initiative (designed workshops and community activities for the company, motivating/facilitating co-creation).
- Enabled R&D funding for a company wide vision (\$500,000)

Education, Certification

- 1999: M.B.A. / Finance Track
- 1995: B.Sc. in Management / Business Administration
- Bilkent University, Ankara, Turkey
- Certified Professional **Coach** (Anka – MYK 2021)
- Certified **Digital Business Strategist** (MIT - 2019)
- PRINCE 2 Project Management Practitioner** (2016)



Work Experience details

A senior consultant in need of change and growth

A wholistic coach capable of mentoring and training

Active sports person and dance performer

Communicative, creative, positive dynamic and humane

7 Coach, Mentor, Consultant, Trainer and Project/Program Manager **02.2020 – present**

- Engagement and Motivation Coaching (teams and individuals).
- Organizational Development Consultancy.
- Trainings: Business English, Wholistic Management Systems, Continuous Improvement.

6 Business Excellence Senior Consultant **10.2016 – 01.2020, SONY Global Business Services (GBS), İstanbul, Turkey**

- **Set-up of an Integrated Management Framework (Scope ~90 employees, 3 departments).**
- 🏆 Rolled out problem solving methodologies for facilitating collaboration and customer satisfaction.
- 🏆 Designed and managed Continuous Improvement Program (40 trained members, 9 projects rolled out) and process automation - Center of Excellence (6 projects and 11 members). Overall aaving impact of €150.000.

5 Senior Process and Project Consultant, Management Consulting Services, İstanbul, Turkey **04.2015 – 10.2016, SONY Global Business Services (GBS), İstanbul, Turkey**

- **Regional Project Manager for Global HaRmony Project in Region AMEA (Asia Middle East Africa, 13 Sony entities):** Global HaRmony, a Sony-wide Human Resources (HR) project covering 60.000 employees, aimed at implementation of common HR processes and platform for fair treatment, supporting and management of employees globally.
- **Undertook regional transition and operational readiness roles leading communication, training and business simulation work streams.**
- 🏆 Successful transition for 8 Sony entities (Scope: 4000 full-time, 7000 contracted employees, 100 HR) and fulfilment of predefined success criteria for go-live including employee satisfaction and engagement.

4 Head, Business Development (BD), Cluster Central Eastern Europe, Vienna, Austria **08.2011 – 10.2013, Siemens A.G., Austria, Industry**

- **Business developer for 9 countries in Central and Eastern Europe.**
- 🏆 Launched account planning process (30% revenue increase) and customer focus programs (24% revenue increase). Rolled out platforms for transparent and efficient account planning (10 Countries).

3 Section Manager, Business Excellence, İstanbul, Turkey **01.2010 – 08.2011, Siemens A.Ş., Industry**

- **Owner of the Integrated Management System for Industry Sector with ~1000 employees.**
- 🏆 Rolled out and implemented Continuous Improvement Process (CIP), deployed improvement projects (saving €100.000).

2 Section Manager, Strategic Planning and Marketing, İstanbul, Turkey **05.2006 – 01.2010, Siemens A.Ş., Industry**

- **Owner of strategic planning process, communication activities, marketing strategy and e-business for Industry Sector (~700 employees).**
- 🏆 Transformed sales structure based on market requirements (revenue increase of 15%).

1 Senior Consultant, Corporate Strategies and Consulting, İstanbul, Turkey **07.2001 – 05.2006 , Siemens A.Ş., Corporate Strategies and Consulting**