



## CONTACT



+90 532 413 39 68



firatakkemik@gmail.com



Turkey, Istanbul, Ataköy

## COMPETENCY PROFILE

Coach, Mentor, Connector, Developer for People

Value add oriented and progress driven Human & Culture & Corporate Development executive with 17 years of experience in HR

Skilled in;

- Business Strategy Planing and Execution
- Organizational Development
- Change Management & Employee Experience
- Talent Management
- Coaching & HR Consultancy
- Corporate Communications
- Leadership Development
- Process Improvement
- Employment Law

along with a background of Marketing for 11 years experience in the fields of;

- Brand Management
- Product Development & Management
- Communication Strategy
- Campain Management
- Sales and After Sales
- Customer & Market Research

## EDUCATION

Coaching, CCEU Approved by International Coach Federation, Sola Unitas Coach Academy, 2015  
Istanbul Technical University, Management Engineering, Grad.1992

## MEMBERSHIPS

PWN Istanbul, Board Member  
Arya Entrepreneur Platform, Member

# Fırat Akkemik

## Roles & Responsibilities

- Nov '21 **Chief People, Corporate Development & Sustainability**
- Nov '19 **Officer At Borusan Mannesmann**

As a Board Member, responsible from People & Culture, Business Support & Sustainability of an international company operating 5 different business segments and 3 continents.

- Consolidated Turnover of ~900mn\$, Total of ~1950 Blue Collar and ~350 white collar employees of which such nationalities as Turkish, American, Italian. HQ office + 6 different manufacturing plants located in Istanbul, Bursa/Turkey (3), Houston-TX/USA and Brescia/Italy
- Manage 7 direct and 18 indirect reporting team members located in Turkey, USA and Italy; in charge of HR Business Partners, Technical Training, Administrative Affairs, Corporate Development & Project Departments, Management Systems & Sustainability and Country HR reps.

- Jan '12 **Head of HR and Corporate Development**, Borusan Mannesmann  
Besides of HR, in charge of corporate development, continues improvement project for the company business needs for all the BMB companies in TR, USA and Italy.

- Jan '04 **HR Manager**, Borusan Mannesmann

In charge of hiring, talent management, organizational development, C&B, change management, training and development, performance management, recruitment, succession plans, Employee Surveys, NPI ( Non Production Items) Buying, Publishing Boru Hattı (PipeLine) magazine and editorial role, budgeting (personnel and HR budget)

- Oct '96 **Marketing Unit Manager**, Borusan Mannesmann  
Managing Strategic & Business plan process, pricing, product management, competitor assessment, distributor management, construction market merchandising and promotion activities for all business segments under management of Borusan and Mannesmann brands. Additionally 2 yrs of Plastic Pipe Segment product line management

- Sep '95 **Product Manager**, Komili Pazarlama  
Market positioning, advertaising, PR facilities, pricing, demand and planning processes for Duracell batteries and Komili Soaps.

- Oct '92 **Product Manager**, ECA Emas Makina  
Product management and marketing for household appliances.

## Achievements

- Every year reached keeping high talent ratio 95%, employee engagement 75-85, seniority average 9 years, inhouse promotion rate 68%.
- Every year at least 2 new product / project launched.
- Digitalisation and Agile organization supported with the teams that established, change agent organizations and managing tools in 2020-2021.
- Leadership several social project and one of the latest one was Fairy Tales from Borusan book, published in 2021
- Sustainability strategy has been approved and manage agile team leaders such as decarbonization, supply chain, innovation, circular economy, financial sustainability, diversity& inclusion.
- Balance Project was started for balancing work – private life in 2021
- New Leader Development program was renewed and launched in 2021
- Renewed Orientation program related to employee experience and E-Orientation program implemented in 2021
- In 2021, Employee Council established with the volunteer employees to having voice of employee.
- Engineering Faculty program was launched in 2020
- In 2020 , new product were launched with the volunteer team named Action Masters; Agile Working and OKR methodology, B'Buluşma for improving cross function synergy, WiseTalk for sharing knowledge, e-Budy for orientation etc.
- Various organizational restructure planning and implementation to better address changing business dynamics in line with strategic orientation since 2004-2020
- Leading top and mid-level management team, established hiring process and HR system implementation for the greenfield investment in Houston/TX in 2014.
- Several new system implementations such as Training platform named TechStation in 2019, Production Line and Employee Fit" system to ensure that the competent BC employees run production lines to ensure HSE compliance (live since 2018), TalentGate program for overseas working experience (live since 2018), Coaching the young talents / leaders across different Borusan Group companies since 2015. Technical Training Department established for BC employees (live since 2014), A user friendly employee suggestion system for BC and WC employees which yields 2400 suggestions per year and over 50% approval rate. Above industry average and sustainable idea collection performance (live since 2013)