

Contact

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Top Skills

Project Coordination
Team Leadership
Performance Management

Languages

Turkish (Native or Bilingual)
English (Full Professional)
Hebrew (Professional Working)

Certifications

Assessment Development Center
Executive Coach
Assessment Development Center
Duolingo Italian Fluency:
Intermediate (Estimated)
Master Trainer for Leadership
Development

Rozi Polos

Partner at HAVEKI
Istanbul, Istanbul, Turkey

Summary

Senior HR manager with over 25 years experience in business and 10 years in HR and telecom industry.

Trainer in the areas of Management development, leadership, and customer experience.

Deep experience in running cross-boarder projects and working with multinational teams.

Specialized in the areas of strategic planning, on-boarding and induction, employer branding, training and development, knowledge management, performance management, talent management and retention, succession planning, leadership and succession pipeline development, organizational development, organizational design and change management, corporate culture and transformation, internal communication, employee engagement.

Experience

HAVEKI

Partner

May 2018 - Present (4 years 9 months)

Istanbul, Turkey

www.haveki.com

RoziCon

Founder

May 2016 - Present (6 years 9 months)

Istanbul, Turkey

Consultancy on all fields of HR, with specialty on Sourcing, Talent & Leadership Assessment and Development, Performance Management and training.

TeliaSonera

6 years 5 months

Regional Talent and Business Partnering Director

January 2013 - April 2016 (3 years 4 months)

Istanbul, Turkey

- HR Business Partner responsible of Eurasia region which covers Moldova, Georgia, Azerbaijan, Kazakhstan, Uzbekistan, Tajikistan and Nepal.
- Creation of internal and external talent pools according to business needs
- Talent management – assessing, identifying, spotlighting and developing talent in the region
- Recruitment of high level management roles in the region and all recruitment activities for head office in Istanbul;
- Succession and workforce planning
- Creating a high performance culture by implementing Performance Management in the region
- Executive Coaching
- Operational HR Director for Istanbul office

Regional Management & Organizational Development Manager

December 2009 - January 2013 (3 years 2 months)

Istanbul

HR business partner for the business area Eurasia of TeliaSonera with a total of 5000 employees.

- Responsible of recruitment of top management,
- Induction of new top level executives and Istanbul office employees
- Performance management - part of the global configuration team that introduced Success Factors platform
- Talent management,
- Employee engagement,
- Leadership development, master trainer of TeliaSonera leadership development program
- Organizational development
- BA Eurasia Academy strategy, development and first e-learning kick off in the region

TeliaSonera

Executive Assistant & Office Manager

2004 - 2009 (5 years)

- Supporting Head of Region with all business and personal activities
- Expatriate management and coordination
- Personnel management for Istanbul office
- Payroll

- IT and procurement coordination for Istanbul office

Microsoft

Executive Assistant & HR Liaison

1998 - 2003 (5 years)

Istanbul

- Assisting the CEO with all business and personal activities
- Management of all personnel activities and recruitment activities.
- Induction of new employees
- HR KPI reporting
- Sales presentations to customers on Microsoft HR tools.
- Organization and management of corporate events.

Chase

4 years

Account Manager

1996 - 1998 (2 years)

Transferred to the International Banking department handling the accounts of major Turkish Banks like Ziraat Bank; Garanti Bank; Akbank; Yapi ve Kredi Bank. Trained banks on SWIFT transactions.

Account Manager

1994 - 1996 (2 years)

Istanbul

With the merger of Manufacturers Hanover and Chemical Bank, moved to corporate marketing department where I was responsible of managing large accounts of several customers mainly in tobacco business.

Chemical Bank

Treasurer

1993 - 1994 (1 year)

Istanbul

Turkish Lira dealer in the Treasury department.

Manufacturers Hanover Bank

Executive Assistant

1991 - 1993 (2 years)

Education

Tel Aviv University

English Literature · (1980 - 1984)

Üsküdar Amerikan Lisesi / Üsküdar American Academy

· (1973 - 1980)