

Our Experts: Rukiye Karabal

Our consulting firm has a team of talented consultants

Rukiye Karabal, MSc.

HR & Talent Professional, Certified Coach

- 20+ years experience in HR & talent management processes, including 360-degree evaluation, competency management talent committees, career management process, assessment center, mentoring, coaching
- Certified professional coach from Adler and other institutes
- Conducted + 1.000 talent & competency assessment meetings
- Has experience in mega companies (i.e. Rönesans Holding, Türk Telekom)
- Has collaboratively worked with various international HR firms (i.e. Willis Towers Watson, HAY Group)
- Holds MSc. in HR management
- Managed several direct & functional reports

Professional Experience Summary

1. 2023 - , MindEx Consulting Group, External Advisor

2. 2021- , Talent Code HR, Founder & Consultant

- Human Resources Process Consulting
- Change Management and Digital Transformation Processes
- Recruitment
- Talent Management Processes
- Career planning
- Performance and Wage Management
- Corporate Academy Design
- Mentoring Program Design
- Internal Coaching Process Design
- Orientation Process Design
- Competency Model Design
- 360 Degree Competency Evaluation System Design
- Assessment Center Design

2. 2014-2020, Rönesans Holding, HR Director

- Designing and managing strategic Human Resources processes globally in Rönesans Holding and its subsidiaries.
- Design and implementation of the Talent Management Process.
- Determination of Rönesans Holding's competencies and writing the Competency dictionary.
- Design of the Success Factors 360 degree competency evaluation process.
- Creation of Talent Matrices.
- Design and execution of talent committee meetings.
- Creation of backup plans.
- Design and implementation of the Career Management process.
- Follow-up of Career Movements processes.
- Establishment of Renaissance Academy.
- Establishment and operation of Rönesans Academy e-learning platform.
- Design of Leadership Development Programs.
- Design of Personal Development Trainings.
- Technical Trainings
- Establishment and implementation of Assessment Center.
- Designing Assessment Center tools.
- Performance management
- Recruitment (above manager)
- Design and execution of the Mentoring Process
- Coaching Process

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Professional Experience Summary

3. **2012-2014, Türk Telekom, Talent and Career Management Manager**
 - 360 Degree Competency Evaluation processes in General Directorate and 12 Regional Directorates
 - Talent Matrices
 - Competency committee meetings
 - Promotion & Career Movements processes
 - Leader Development Programs
 - Personal Development Trainings.
 - Development of SAP Competency Evaluation module.
 - Development of assessment center applications.
4. **2009-2012, Türk Telekom, HR Partner**
 - Designing the HR Partner system
 - Recruitment Process
 - Performance Management
 - 360-degree competency evaluation
 - Job valuation
 - Norm Staff planning
 - Talent committee meetings
 - Career Movements processes
5. **2007-2009, Türk Telekom, Recruitment Specialist**
 - Recruitment Process
 - Transformation and redesign processes of HR systems
6. **2003-2007, MRŞ.AŞ. HR and Corporate Communications Specialist**

Education

1. **2010-2012, Ankara University**
 - Department of Human Resources Management and Career Counseling, **M.Sc.**
2. **1996-2000, Gazi University**
 - Economics Department, **B.Sc.**

Projects

- Renaissance Holding Career Architecture Project - Willis Towers Watson 2017
- Success Factors HR system integration project- 2016
- Wanted Young Talent Management Project- 2012
- Türk Telekom- İş-Kur Intern Recruitment Project- 2010
- Türk Telekom 2007 New Graduates Collective Recruitment Project
- Türk Telekom 2008 New Graduates Collective Recruitment Project
- EU-Ankara University joint Project "Leonardo da Vinci Transfer of Innovation" Virtual Guidance " Information and Communication Technologies in Job and Vocational Counseling

Training & Seminar

- **PROFESSIONAL COACHING CERTIFICATIONS**
- Adler Part 1– Fundamentals of Professional Coaching
- Adler Part 2 – Coaching in the Business Environment
- Adler Part 3 – Moving Towards Master Coaching
- Submarine Deep and Advanced - Worldwide Association of Business Coaches (WABC) Business Coaching Advantage Program
- Psychodrama Techniques in Personnel Selection - Erdal Usluer / Yarına Hazırlık Institute
- Measurement and Evaluation Techniques in Human Resources - Metin Pişkin / KARDER
- Talent Q- Feedback Training- HAY Grup
- Competency Based Interview Techniques (SHL)- 2009
- Competency Based Interview Techniques (HAY GROUP)- 2010
- Assessment Center Applications Training (DDI)- 2015
- Labor Law Training -2012
- Feedback Techniques Training – 2012
- Enneagram Training-2009
- Behavior Based Competency Assessment Training - 2011
- Positive Psychology