

Uğur Cem Yıldız

+90 (541) 281 48 00

ucyildiz@gmail.com

[linkedin.com/in/ugurcemyildiz/](https://www.linkedin.com/in/ugurcemyildiz/)

I graduated from METU Industrial Engineering and started my career in 2002 in the field of organizational development. Since 2005, I have undertaken different management duties covering the fields of human resources, business excellence, information technologies, corporate governance, innovation and sustainability management.

I have MA degree in Business Administration from Uludag University. I am the author of the book called "[Human-Centric Design](#)", published in 2018. Another one (about [Human-Centric Innovation](#)) is on the way, to be published in 2024...

I am also a

- **Licensed Angel Investor**, following up entrepreneurship ecosystem in Türkiye closely
- **Certified Coach, Team Coach and Facilitator** experienced in individual and team level behavioral change
- **Scrum Product Owner and Scrum Master**
- **Blogger @ ugurcemyildiz.com & HarvardBusinessReviewTürkiye**

People, Technology, Innovation – Director

11/2021 – Present, [Beyçelik Gestamp](#) (Gestamp – Beyçelik Holding JV), Bursa / İstanbul

Beyçelik Gestamp (BG) is a joint venture of Beyçelik Holding and Gestamp Automoción S.A. BG is one of leading automotive suppliers in Türkiye with a revenue around 1 billion \$.

Leading business support functions operating in 6 different sites in Turkey & Romania:

- **Human Resources:** Serving 5000+ employees with ~70 HR professionals.
- **Information Technologies:** Providing solutions for all information and communication technology needs of operations with ~40 IT professionals
- **Environment, Health & Safety:** Providing day-to-day EHS support to all locations with ~25 EHS professionals.
- **Innovation:** Coordinating research activities in 4 R&D and Design Centers, managing corporate innovation endeavors
- **Corporate Communication:** Managing internal and external communication of the company
- **Sustainability Management:** Coordinating sustainability program

HR – Group Manager

10/2014 – 10/2021, 7 yrs in [Tofaş](#) (Stellantis – Koc Group JV), Bursa / İstanbul

Tofaş is a joint venture of Koç Holding and Stellantis Group, and a leading firm in automotive industry with 4 billion \$ revenue. It incorporates one of the largest R&D centers of the Stellantis in the world and a car manufacturing plant with 450 K annual capacity. It also conducts all commercial operations for Stellantis Group brands in Türkiye.

Head of an agile department (consisting of 25 HR professionals) responsible for

- managing all HRM (early talent engagement, recruitment, integration, internal communication, target deployment, performance and competency management, development, assessment, retention, noncompliance, total rewards, payroll, employee relations, strategic HR partnership) for the white-collar workforce (~1700),
- developing HR policies and new talent management methods for white collar and blue-collar work force (~7.000)
- developing HR policies, systems and overall employee experience for the entire workforce (~7.000)
- developing organizational structure, culture and innovation practices

IT – Manager (Project and Enterprise Application Portfolio)

08/2009 – 09/2014, 5 yrs 3 mos in [Tofas](#) (Fiat Chrysler Automobiles – Koc Group JV), Bursa / İstanbul

Within the scope of common functions and commercial domain:

- Developed information systems strategies together with line business heads and created long and short-term investment plans based on these strategies.
- Designed ICT (Information & Communication Technology) initiatives; managed the portfolio of initiatives (from development of detailed functional and technical specifications to implementation phases of the solutions.) Most significant of these projects include SAP based implementations (FI, CO, IM, PS, MM, PP, PM, SEM, SD, HCM, BPC, Global Trade)
- Managed life cycle of existing enterprise application portfolio.
- Led a permanent (on-payroll) team of 4-8 analysts and project managers. Size of the project-based temp (off-payroll) team varied significantly in line with the progress of the projects (10-150 FTE) Managed many multinational project teams.

Business Excellence Program Development Manager

03/2009 – 07/2009, 6 mos in [Tofas](#) (Fiat Auto – Koc Group JV), Bursa / İstanbul

Led design and implementation of a lean management and organizational excellence program, which is called World Class Company (WCC), for entire value chain.

HR – Manager (Organizational Development)

08/2006 – 02/2009, 2 yrs 8 mos in [Tofas](#) (Fiat Auto – Koc Group JV), Bursa / İstanbul

Utilized OD practices to assess, diagnose, design, lead, and deliver solutions needed to enhance organizational effectiveness, build organizational capability and address various business issues of the company. Led a cultural transformation project (2007-2009) Coordinated enterprise-wide strategy deployment and annual business planning processes. Designed and managed processes and systems for measuring and evaluating organizational and human resources performance based on Balanced Scorecard. Carried out workforce requirements planning, Managed job analysis and evaluation (grading) studies based on Hay Group methodology. Led a project for redesigning grading structure of the company (2008)

HR – Specialist (Organizational Development)

07/2002 – 07/2006, 4 yrs in [Tofas](#) (Fiat Auto – Koc Group JV), Bursa / İstanbul

Assisted function heads in identifying opportunities and performance gaps of their divisions and translating them into organization, process and human capital architecture. Led various re-organization and process re-engineering projects.

Education

BS in **Industrial Engineering**, [Middle East Technical University](#), Ankara, 1998-2002

MA in **Business Administration**, [Uludag University](#), Bursa, 2003-2006