

Egon Zehnder International
Danışmanlık Ltd. Şti.

EgonZehnder

Because the World Needs Great Leaders

We are the world's leadership advisory firm, with one goal: Transforming people, organizations and the world through great leadership.

We know what great leaders can do, and we're passionate about delivering the best leadership solutions to our clients. We're proud of doing work that contributes to successful careers, stronger companies, and a better world.

Transform through Leadership

Working as One Firm, we bring our individual strengths together to form one powerful global team. We are uniquely positioned to bring our collective power to every client—every time.

We value building long-term, trusted relationships with you and your organization—often spanning decades and the course of your career. As former business leaders, we've had direct experience with the challenges you encounter and can offer deep insights into your business.

We are a firm of equal partners with a common belief system of seamless collaboration and a spirit of generosity. We are built with a structure that supports partnership in the truest sense of the word and aligns our interests with yours.

We invite you to Experience True Partnership.



Egon Zehnder — The World's Leadership Advisory Firm.



We Believe ...

...the World Needs Great Leaders

Now more than ever,
leadership is the most
important determinant of
an organization's success.

With great leaders,
everything is possible.

...in the Transformative Power of Leadership

We leverage our
experience, insights and
global network to deliver
leadership solutions that
drive positive meaningful
change.

...in True Partnership

We form close relationships
with those we serve, and
with each other. Our
investment in your success
and that of your
organization is built over
time and endures.

Why Egon Zehnder?

We are peer advisors, bringing experience from the businesses we serve while guiding with truth and insight

“When Egon Zehnder got involved, the partner brought with her, in an exceptionally charming way, a real level of boardroom presence and authority.”
CEO and Board client

We are One Firm. We work in true partnership with you

“I get confidence from the fact that I’ve got a whole organization with all their capability and connections. A network working on my behalf as opposed to one solitary high flying individual.”
CEO and Board client

We invest in and build long-term relationships

“I see a lot of stability with Egon Zehnder, much more than any other firm. And in a business like this one, stability is critical for the partnership and for the trust in the relationship.”
CEO and Board client



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“The caliber of people that I’ve had the opportunity to interact with is high. They are extremely professional, well-informed and collaborative.”

CEO and Board client

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CEO and Board client

What It Means to Experience True Partnership

We treasure closeness

We value building long-term, trusted relationships with you and your organization—often spanning decades and the course of your career. Generosity and teamwork define our culture and inspire us.

“They build relationships that they nurture very much over time. Not in an intrusive way. Not in a tacky way. In a very professional manner they pay a lot of attention and care to the relationship and nurture that very well.”

CEO and Board client

We guide with the truth

Our work is based on seeking the right answer, not the easy answer. You can count on our honest perspectives, unvarnished advice, and timely responsiveness. We always put your interests first.

“They always came across as true professionals, people that were good at listening and who took pride in delivering very strong services and standing by their commitments.”

CEO and Board client

What It Means to Experience True Partnership

We deliver impact

We invest in deeply understanding your business, your people and your culture. As former business leaders, we have first-hand experience with the pressures you face. We co-create customized leadership solutions, ensuring that we bring the very best team to every project, every time.

“They have a greater interest in the long-term relationship than in the short-term win.”

CEO and Board client

We turn on our global network

Individually we are strong, but collectively we are stronger. Working as One Firm, we are able to leverage our entire network across industries, sectors and practices, to bring you the best ideas, expertise and people.

“A network working on my behalf as opposed to one solitary high flyer individual.”

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We deliver impact

We invest our time to deeply understand business as well as your people and culture. Our client teams are selected for every engagement based on industry and sector expertise, as well as geographies, so that we bring the very best to every project, every time.

Your Team

Murat Yesildere

Office Leader

Istanbul

Murat Yesildere, Egon Zehnder's office leader in Istanbul, provides a full range of services from executive search and board consulting to management appraisals, serving clients across various industries and corporate functions. Deeply experienced in talent management and leadership assessments, Murat is also supporting senior talent with Development Advisory. He is also a trusted advisor to clients on Diversity and Inclusion.

Prior to joining Egon Zehnder, Murat's career focused around fund management, financial affairs, and correspondent banking. He was Country Manager of CDI-Erste Bank, based in Istanbul, where he helped subject matter experts prepare for due diligence for divestment of shares or JV agreements. Earlier in his career, Murat established the largest private mutual fund to serve a community of ready-made wear and textile manufacturers. Specific previous roles include Executive Vice President at GSD Investment Bank; Vice President, GSD Holding; Treasurer, K Leasing & Factoring; Treasury Analyst, Philip Morris International; and Marketing Analyst, Ege Leasing. Murat served for nearly a decade on the board of PERYON (where he still serves), the national HR association of Turkey, and participates on boards and advisory boards of various diversity initiatives, including the Turkish chapters of International Board Ready Women and Professional Women's Network. He is a regular columnist at Platin monthly magazine, writing about business, leadership, governance, diversity, and sports management. Murat is also an active blogger at www.muratyesildere.com and a regular Tweeter @muratyesildere.

Murat earned an MSc in Business Economics from University of Manchester's Institute of Science & Technology in the UK, and a BS in Industrial Engineering from Boğaziçi University in Istanbul.

"I am a lifetime student who believes in bringing diversity of thought to my client work. Being curious helps me better understand a client's needs, and help them to find solutions."



Ayşe Guclu Onur

Consultant
Istanbul

Ayşe Güçlü Onur, based in Istanbul, leads Egon Zehnder's Financial Services, Private Equity, and Financial Officers practices in Turkey. She is a trusted senior talent management advisor serving Turkish and international clients. Ayşe is also active in the firm's Executive Assessment and Development and Sustainability practices and engages in a variety of initiatives as a member of its global Diversity and Inclusion Council.

Prior to joining Egon Zehnder, Ayşe set up and led BNP Paribas JV's strategy and business development function in Istanbul. Before that she was a Strategy Consultant with Booz Allen Hamilton in New York and London, where she advised a roster of financial services clients. Earlier, Ayşe was an Istanbul-based Senior Consultant with Arthur Andersen.

Ayşe earned an MBA from Duke University in the U.S. and a BA from Bosphorus University in Istanbul. She chairs Ashoka Turkey, serves on the advisory council of Endeavor Turkey, and cofounded Yenidenbiz, a social venture that helps talented women reenter the workforce after a lengthy break. Ayşe also belongs to the Middle East advisory board of the Fuqua School of Business at Duke University. She is the proud mother of two young children, a son and a daughter.



Burcu Bıçakçı Ersoy

Consultant
Istanbul

Burcu Bıçakçı Ersoy, based in Istanbul, leads the Telecommunications Practice within Egon Zehnder's global Technology and Communications Practice and is also an active member of the firm's Services, Chief Information Officer, and Media, Entertainment & Sports practices. She is a trusted talent strategy advisor to clients in Turkey and nearby regions including the CIS, the Middle East, and Africa. Burcu also provides management appraisals and leadership development consulting.

Prior to joining Egon Zehnder, Burcu was a business development and sales executive at Dell with responsibility for Central and Eastern Europe. Earlier she worked in Germany and Turkey as an Information and Technology Executive with Procter & Gamble.

Burcu earned a BS in Industrial Engineering from Boğaziçi University in Istanbul and an MBA from INSEAD in Fontainebleau, France. She values learning from great people and colleagues every day.



“Sometimes I walk out of a meeting with a new perspective on life and the feeling that I have touched someone’s life and career choice. These are the moments when I love my job.”

Engin Guven

Consultant
Istanbul

Necip Engin Guven, based in Istanbul, is active across Egon Zehnder's Consumer, Private Equity, Human Resources and Financial Officers Practices with a special focus on the executive search and leadership advisory on organization and transformational change topics.

Before joining Egon Zehnder, Engin served as an Engagement Manager with McKinsey & Company in Istanbul; with a focus on consumer sector and family holdings in organization & operating model design, business strategy and transformational change topics. That was preceded by various roles – Management Accountant – Home and Personal Care, Global Supply Chain Strategies Project Leader, Marketing Operations Manager, and Executive Assistant to the Regional President – at Unilever in Istanbul and London. He began his career as a teaching assistant at Bilkent University in Ankara.

Engin earned a Bachelor of Science in Industrial Engineering and an MBA from Bilkent University. Later he qualified as a member of the Chartered Institute of Management Accountants (CIMA).

Outside work, Engin is passionate about spending time with his family, reading and watching historical documentaries, and traveling widely. He also enjoys mentoring university students and younger colleagues.



Egon Zehnder Istanbul

1

Egon Zehnder has strong roots and experience in Turkish market. The firm is the first private investment in Turkey in its service area. After almost 30 years, the office currently operates serving top companies in a myriad of industries.

2

All our consultants have 10+ years sector experience in leadership roles at top multinational companies with work experience in overseas market. Each of our consultants is a thought-leader in their field and takes pride in pioneering development of leaders in Turkish market.

3

We have run 550+ search assignments in last 5 years for senior executive roles in various sectors in Turkey and the region; with majority of placements stay in their roles for longer than x years. Our consultants have worked in searches in Canada, UK, Israel, Iran, ..., ..., ...

4

In past 10 years, we have conducted management appraisals and provided developmental feedback to 525+ senior executives across all sectors in Turkey and the region

5

Egon Zehnder draws an extensive experience sector knowledge utilizing its international database, expertise gained from difficult searches and penetration into the Turkish market for nearly 3 decades --- collaboration with global teams, benefiting from their experience in unusual sectors & expertise areas

6

We have introduced leadership development, talent management, team effectiveness review, and accelerated integration consultation to domestic clients in Turkey