

# DataExpert

EXCEPTIONAL LEADERSHIP SOLUTIONS

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# The Proof of Success

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# 1995

Established

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# 2500

Executive assessments  
per year

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More than

# 100

assignments per year

Leaders appointed

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4000

50.000

Assessments completed



# Welcome

"We care our clients' business  
as our own..."

Data Expert is Turkey's leading Executive Search Company, excelling in finding the exceptional talents needed to drive businesses forward since 1995.

Since our founding, our clients have trusted us to fulfill their management needs and accomplish their strategies.

Thanks to our achievements and successful assignments completed, more organizations trust Data Expert to ask for advice and counsel to benefit from unparalleled local market know-how.

Not only enjoying more than 70 percent recurring client rate, we are glad to transfer the know-how and growth success for new comers.



# ➤ The Commitment to Excellence

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The core of our assessment is not only our unparalleled network but also our two decade-experience and assessment capabilities.

Every member of Data Expert team believes and knows that the work we do, have a significant impact on our clients' future strategy and candidates' career path.

Knowing this everyday...

“...we take this  
responsibility seriously  
and act on behalf...”



We furnish our relationship with our clients, candidates and other stakeholders in respect to professionalism, trust, honesty and integrity.

We classify our culture under five main principles:

## Respect

- ▶ We work hard to cultivate trustable and productive relationships.
- ▶ We ensure confidentiality and accuracy of the information we provide.
- ▶ We aim to work in a fair and competitive marketplace and approach each member of our industry with respect.

## Honesty and Integrity

- ▶ We value our clients' and candidates' dependence on us by being absolutely honest about our capabilities and competencies, goals of the search, what and how we are going to achieve it.
- ▶ We share accurate and valid information and stick to facts even though the results might be unbeneficial for us.

## Reliability and Confidentiality

- ▶ We respect confidential information of both our clients & candidates and work hard to defend.

## Objectivity

- ▶ We treat candidates & clients in an objective and equal way to enable fairness of the searches we conduct.
- ▶ We operate with transparency in everything we do.

## Striving for Business Excellence

- ▶ We have deep knowledge & experience about Leadership Subjects and we always work hard to improve our competencies, capabilities and share as much as possible with our clients.
- ▶ We do our best to achieve sustainable and professional development for our clients.
- ▶ We devote ourselves in placing our clients' interests first in all what we do.

# ➤ Perspectives on Relationship Management

## Our Relationship with Clients

1. We never depower our clients when we are paid to empower.

Conducting an executive search assignment requires high strategic vision and defined as a different form of management consulting. Our clients trust us to find the best match for them in order to carry their organizations for future. While doing this, we respect the “off-limit” conditions we may have, both for the current assignment and past/future assignments.

2. We never betray a trustworthy relationship.

Our business is based on trust. We don't find shortcuts to overcome issues. We serve our clients loyally and protect their interest when performing an assignment. We get our clients' permission before heading an assignment with their competition.

3. We never provide inaccurate information about the search.

We don't mislead our clients related to market conditions, about their reputation and what we have done for the search. We believe that, our business is highly integrated with management strategy and our responsibility is not only filling a box within an organization.

4. We try our best before reviewing the assignment we take.

Conducting an executive search requires well-furnished scientific process as well as personal skills. Sometimes, the market conditions and the expectations do not match each other. Rather than dropping the assignment, we try to find alternative routes to fulfill our clients' strategic targets.

“We put our clients in the center of everything we do. Candidates and Clients alike.”

## Our Relationship with Candidates

1. We never send profiles of our candidates without their approval.

Our business has two sides. We respect our candidates' confidential and valuable information, as we do for our clients. It is not accepted within Data Expert, that the profile of a candidate is sent to a potential or current client without any approval.

2. We treat our candidates in a professional and ethical manner.

We stand out of the crowd with our professional approach.

We build trustworthy & ethical relationships with our candidates.

3. We support equal opportunity between candidates.

We defend equal opportunity rights when conducting an assignment. We believe that personal relationship may vary, but professional relationship doesn't.

4. We never mislead our candidates.

It is also our duty to consult our candidates. We are aware of this fact and know the importance of our decisions at our candidates' career paths and even their lives. We counsel to candidates about the company, the position and the future challenges that might come upon. Our aim is to lead people to success, as we do for our clients.



# Tailored Solutions, Enhancing Contribution

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Every day since our foundation, we interact with Chairmen, CxOs and senior managers to solve their management problems internally and externally. Additionally, as business managers and entrepreneurs; it would be very unusual for us that your case haven't been faced and solved.

# Leadership Engagement Services

- › Executive Search
- › Mid-Management Recruitment

# Advisory Services

Board & Leadership Advisory <

Family Business Advisory <

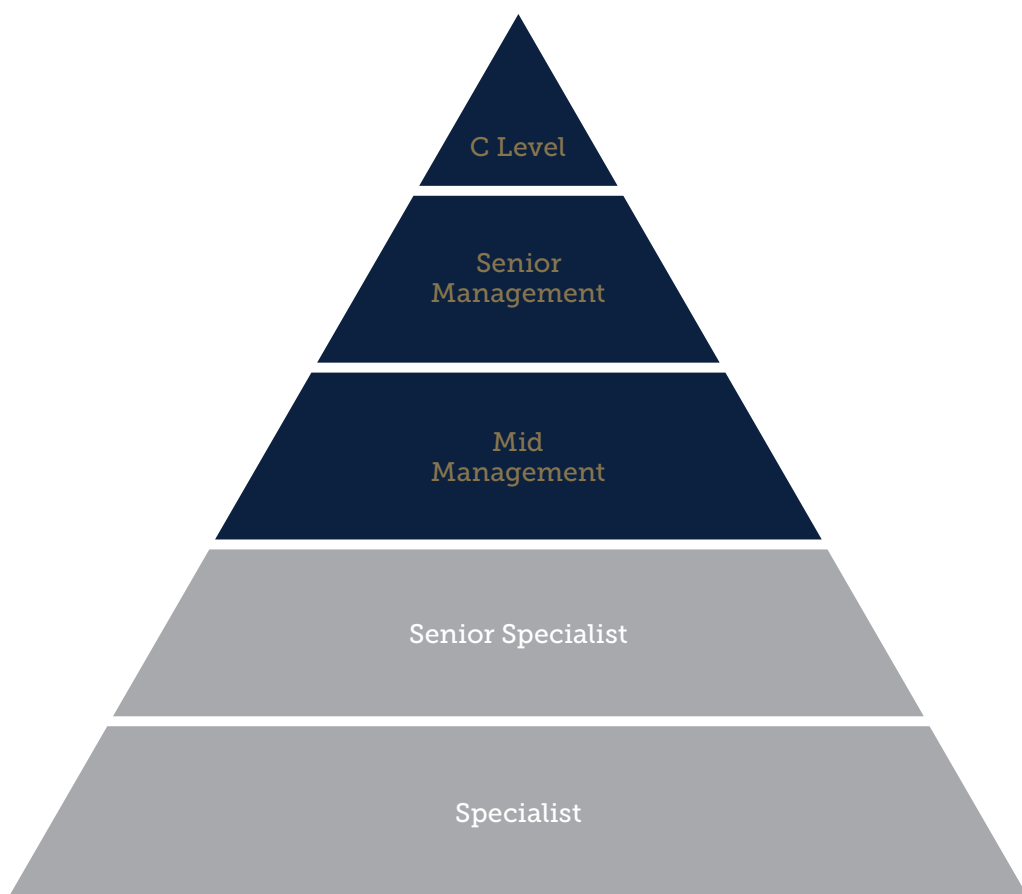
# ➤ Leadership Engagement Services

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We believe that, it is best to do one thing really well. We don't create confusions by diversifying our focus. Identifying and selecting today's and tomorrow's leaders is what we do best.

"Do what you do best,  
so do we..."



It has been always complex for companies to look outside of the organization for the exceptional leader. Additionally seeking for senior-managers is a responsibility that should be considered seriously. That's why our clients retain us to experience the best-in-service, unparalleled network combined with the local market know-how.

Scanning the market and identifying candidates is not enough, having the ability to attract the right talents, we are able to create the impact needed to transform businesses into future strategies.

Whether establishing an organization from scratch or applying a transformational change or replacing a manager within your organization, it would be very unusual for us that your case haven't been faced and solved.

Having the largest and the most established consultancy team, equipped with great assessment capabilities, lead us to succeed in the searches we conduct for two decades.



# Fundamentals at Executive Search

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Diamond Methodology, founded by Data Expert, is the most effective way to on-board new leaders into organizations.

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This proven methodology has been developed through two decades of experience while placing leaders into companies ranging from multinationals to start-ups.

“We don’t seek managers. We know where to find them and how to attract them.”



Diamond methodology consists of four main stages, having smaller steps internally;  
“Diagnose, Implement, Place, Confirm”

## ➤ Stage 1: **Diagnose**

- Strategy Build-Up
- Role Build-Up
- Design
- Documentation

## ➤ Stage 2: **Implement**

- Identify
- Attract
- Assess
- Select

## ➤ Stage 3: **Place**

- Shortlist
- Present
- Check
- Place

## ➤ Stage 4: **Confirm**

- On-Board
- Integrate
- Observe
- Inform



# The Reflection of Knowledge

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Technology

Consumer

Industry

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Business Services

Financial Services

Life Sciences

“Each industry and function  
has its own rules.  
**We Know Them...**”

## Technology

E-Commerce & Services | Computer Services & Software | Computers & Hardware | Office Equipments | Networks & Network Services | Semiconductors & Electronics | Communications & Convergence | Broadcasting & Entertainment | Telecommunication

## Consumer

Consumer Electronics | Fast Moving Consumer Goods | Retailing & Speciality Retailing | Apparel & Luxury Goods | Home Apparels | Consumer Services | E-Commerce (E-Tail) | Diversified Consumer Goods

## Industry

Chemical and Process Industries | Automotive | Energy, Clean Technology, Renewable Energy | Aviation, Aerospace and Defense | Mechanical, Electrical and Industrial Equipments | Real Estate, Construction and Engineering | Industrial Services, Transportation and Logistics | Building Materials, Mining and Metals | Petroleum, Oil and Gas | Infrastructure and Utilities | Paper, Packaging and Diversified Manufacturing

## Business Services

Legal and Regulatory Services | Professional and Business Services | Associations and NGOs | Education and Universities | Facility and Contract Services | Trade | Travel & Hospitality & Leisure | Media & Digital Media | Exhibition & Fairs

## Financial Services

Asset and Wealth Management | Insurance | Consumer & Commercial Banking | Real Estate | Investment Banking | Venture Capital, Private Equity and Funds | Diversified Financial and Investment Services | Financial Technology, Infrastructure and Transaction Services

## Life Sciences

Medical Devices and Diagnostics | Pharmaceuticals | Medical Technology and Biotechnology | Hospitals and Managed Care Services

## Technology

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Company	Position
National GSM Operator	Senior Executives
Global Hardware Company (120B.\$ +)	CxOs
International Software Company	Human Resources Director
National System Integrator Company	CEO (Turn Around)
Leading ISP Company (2B.\$ +)	Senior Executives
International Telecom Company (40B.\$ +)	Technical Executives (Regional)

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## Consumer

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Company	Position
Global Consumer Elec. Comp. (180B.\$ +)	Senior Executives (Growth)
International FMCG Company (2B.\$ +)	General Manager (Turn Around)
E-Commerce Company	CxOs (Start-Up)
Global Beverage Company	CIO (Regional)
International Speciality Retailer (11B.\$ +)	Senior Managers (Market Entrance)
Leading FMCG Company	CEO (Moscow)

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## Industry

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Company	Position
National Conglomerate	Human Resources Director (Turn Around)
International Real Estate&Const. Comp.	Senior Executives (CxOs)
Global Logistics Company (5B.\$ +)	General Manager (Market Entrance)
International Automotive Company	Global Engineering Director
National Conglomerate (Const.&Energy)	Project Directors
Global Industrial Mfg. Comp. (35B.\$ +)	Country Manager

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## Business Services

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Company	Position
Global B2B Services Company (15B.\$ +)	Commercial Director
International Exhibition Company	Exhibition Director (Turn Around)
International Media Agency (2B.\$ +)	Client Services Director (Growth)
National Hotel & Leisure Company	CEO
International Training Company (8B.\$ +)	General Manager (Turn Around)
Leading Legal Consultancy Company	Senior Lawyers (Growth)

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## Financial Services

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Company	Position
Leading Investment Bank	Chief Risk Officer (Russia)
Multinational Bank	General Manager (Croatia)
Global Wealth Mgmt. Bank (30B.\$ +)	IT Director
National Asset Management Company	Chief Financial Officer
Multinational Insurance Company	Compliance Manager
National Insurance Company	Vice President – Claims Recourse

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## Life Sciences

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Company	Position
Global Healthcare Company (10B.\$ +)	Senior Executives (Org. Transformation)
Global Pharmaceuticals Comp. (25B.\$ +)	Business Unit Managers (Growth)
National Pharmaceuticals Wholesaler	Finance Manager
Int. Healthcare Product Provider (5B.\$ +)	Technical Director
National Conglomerate	Head of Law and Regulations
International Medical Devices Company	Product Managers (Turn Around)

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"Driving success through people."

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