

# RENGIN ONAY

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Rengin Onay

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## SUMMARY

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Diverse industry, culture, executive leader offering international and US experience with Fortune 100 companies across a broad range of global human resources and leadership functions (Public Relations, Foundation Chairwoman). Led HR operations at both headquarters and subsidiary levels of large blue-chip companies in Telco, Packaged Consumer Goods and Oil, up to 36 countries. Proven track record of transforming culture, organizational design, workplace, talent, succession, for 12000 employees, as well as serving as part of the Executive Leadership Team driving long-term vision and strategy. Passionate for continuous learning and supporting female and small businesses as much as I can.

**Employment Status: Permanent resident, no restrictions**

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## CORE SKILLS

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- Adaptability, Agile
- Communication at all Levels
- Building Relationships
- Continuous Learning
- Spokesperson
- Business Minded
- Change Leadership
- Initiator
- Team Leadership & talent management
- People's Person
- Inclusive
- Relentless

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## PROFESSIONAL EXPERIENCE

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### COMMON PURPOSE, Chicago USA

**Board Member**

**Jan 2021 - Present**

Common Purpose is a global leadership organization devoted to developing leaders who can cross boundaries. I am a founding member of CP in Turkey in 2008. I am elected as its Board Member for CP's USA operations.

### REAL FOKUS CONSULTING, Oxford UK

**Partner**

**Aug 2020 - Present**

Having my passion around Human Resources, and in continuous learning, I partnered with a colleague of mine to provide consultancy around Employee Experience and Engagement.

### RefuSHE

**Global Ambassador - Volunteer**

**May 2020 - Present**

RefuSHE, a nonprofit organization operating in Nairobi, Kenya, is the first organization in Kenya devoted to protecting unaccompanied and separated refugee children and youth, with a special focus in supporting women and girls ages 13 to 23 years old from Somalia, Ethiopia, DR Congo, Sudan, Rwanda, and Burundi. I work as a global voluntary ambassador with its Chicago based HQ to generate donations, connecting them with my network to seek sponsorships for RefuSHE projects.

### SEAGULL CROW & PARTNERS (SGP), Chicago ILL

**Ambassador**

**Jul 2019 - Present**

SGP is an idea house where entrepreneurs with limited budget, capability but having a great idea applies and develops this idea until it is launched to market or is invested by a company. I act as their advisor for HR and Leadership related projects.

## **Ancient Loop LLC, Chicago ILL**

**Managing Director, Owner**

**Feb 2017 - Present**

Having worked for corporate organizations for about 32 years, I wanted to fly with my own wings to see what I am capable of. I launched my fashion jewelry brand, Ancient Loop, learning and growing my small on-line business and having great fun.

## **VIBONS, Palo Alto CA**

**Advisor**

**Nov 2017- Present**

Vibons is a customized competency based digital training generating tech firm. I act as their content advisor.

## **The Coca-Cola Company, Atlanta GA**

**Global Senior HR Director – Global Legal, Human Resources and the Mc Donald's Division**

**Feb – Aug 2017**

A to Z talent management of all three global functions working directly with global function heads.

In addition to this role, has been the member of Global Lean Center Project that focused on becoming a leaner yet effective corporate office organization, driving productivity that supports Company's new vision of "beverages for life." Core team member of "Associate Services Design" team.

## **Coca-Cola Icecek (CCI) – Istanbul TR**

**Group Human Resources Director – Central Asia, Middle East, Pakistan & Turkey**

**2012 – 2017**

5<sup>th</sup> largest bottling operation of TCCC, operating in 10 countries, 27 plants, app 12.000 employees, 1.2 bln uc volume, net revenue of \$2 bln. Reporting into CEO; major responsibilities have been providing leadership in developing and executing HR strategy in support of CCI's BP and strategic direction, specifically in the areas of building a high performing ExCom, building leadership, Diversity & Inclusion culture and local country team capability, design and development of necessary people systems, processes, procedures for effective local deployment in countries, including Industrial Relations, Health & Safety. Chaired Information Security, Diversity & Inclusion Steering Committees.

## **The Coca-Cola Company Eurasia & Africa Group – Istanbul TR**

**Human Resources Director - Turkey, Caucasus, Central Asia, Eurasia & Africa Group Office**

**2010 – 2012**

Reporting into EAG HR Director, responsible for 92 country Corporate Office talent. Among remarkable achievements, improvement of engagement score by +7 points which beats global high performing company norm. Launched Career Xpress to serve BU to develop its future talent pipeline and help BU to become a preferred employer brand. Led EAG HR Academy design and execute the project for EAG HR talent.

## **Vodafone Turkey – Istanbul TR**

**Human Resources & Property Director & Chairman Vodafone Turkey Foundation**

**2007 – 2010**

Led the transformational change of a family-owned local telco company to become a global Vodafone operation. Responsible for all Human Resources, Property Asset Management, Facilities, D&I, Internal Communications, Health & Safety. Responsible of app \$100 mln HR OPEX. Accountable for:

- Transforming organization in line with Vodafone's global strategy by building the right organization structure and culture
- Building Excom, leadership and all other functional capabilities at high performing company level
- Building Diversity & Inclusion, Health & Safety Cultures

**Chairman – Vodafone Turkey Foundation**

- Leading a diverse team to develop strategy of Foundation and implementation of CSR projects mainly focusing education, disabled and women empowerment.
- Building and maintaining business relationships with relevant ministries, media, NGOs and other stake holders. Representing and spoke person of company in media, with government and NGOs

## **The Coca-Cola Company, Istanbul TR**

<i>Eurasia and Middle East Division HR Director</i>	<i>2002 – 2007</i>
<i>Turkey Region HRM and Eurasia Division T&amp;D Manager</i>	<i>2000 – 2002</i>
<i>Eurasia Division Training and Development Manager</i>	<i>1999 – 2000</i>

## **The Shell Company of Turkey Limited, Istanbul TR**

**1986 – 1999**

Several increasing responsibilities within HR and PR functions

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### **EDUCATION & AFFILIATIONS & AWARDS**

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Kingston Business School – London UK, Personnel Management

University of Marmara – BA English Language and Literature

Selected among top 50 most effective Chief People Officer by Fortune 500 Turkey in 2016

Selected as the most successful HRD of 2010 by Sabah Daily News

Selected by EDU Plus as the most contributing HRD to the HR function in Turkey 2009

Founding Board Member Common Purpose, Istanbul TR	2008 - Present
Board Member Coca-Cola Life Plus Foundation, Istanbul TR	2010 - 2017
Advisory Council member Nef Construction Group	2010
Member Professional Women's Network – PWN Istanbul, TR	2010 - Present
Member International Women Directors Association, Istanbul TR	2010 - Present
Co-Chairman to Education and Employment Group of Multinational Companies in Turkey (YASED)	2012 – 2013