

Lale Turan

Lale Turan is an executive coach, working mostly with international clients in the Airline, IT, Energy and Resources industries. Lale's extensive consulting background coupled with her deep understanding of the human nature is well suited for the leadership, diversity and project/team coaching needs of corporate clients. Lale uses her unique innovative skills to empower her clients to think out of box and find new and effective approaches to their existing dilemmas and challenges. She is able to help her clients get a 30,000 foot view of their challenges, so they keep their eyes on the big picture and develop requisite goals.



Then she brings them down to the ground level and encourages them to face the issues head on, resolving them with their own resources. Lale values practicality over complexity and works with clients to find innovative solutions to complex issues.

Throughout her Consulting career, Lale has worked with many different projects and companies. In project settings, she learned how to effectively manage not only the end deliverables of her teams but also the needs of the people in these teams. Working with diverse groups of people from different cultures and backgrounds with different work style, work pace and attitudes requires great deal of patience, understanding and authority. In addition, IT system implementations by nature require different set of skills from different sources. This means at any given time, one is managing various groups of consultants, clients, contractors and software vendors with different agendas and an understanding of getting the job done. For Lale, synchronizing the objectives and motivations of team members from different parties have been the key success factor for her projects.

Lale received her B.S in Computer Engineering from University of South Florida.

Key Highlights:

- Successfully provided coaching to a VP of global software company guiding her in building high performing teams and delegating more efforts to subordinates. In this way, she was able to get better results from her teams and have the time to concentrate on more important topics for her business. Through the coaching engagement the client was able to pinpoint her personal values and learn to honor them.
- Coached the Key Account General Manager responsible for the Asia Pacific region of a major European Airline company in conflict resolution and improving communication skills with leadership as well as the subordinates in his teams. As the Airline acquired a new call center in

Asia, the client had to merge people from the new company into his team. Through the coaching he was able to skillfully handle this merger and get promoted to a higher position in the company.

- Coached the Head of Marketing of a major Telecommunications company in his desire to have a work-life balance, effective time management and conflict resolution in his private and professional life. By listing his own, as well as values that were imposed on him, he was able to put his time and energy in working towards honoring the most important values.
- Coached a high-level Partner of a major global IT company on how to communicate better with the Board when he needed to express a new idea, receive support or deliver “bad” news.
- Coached a Product Manager at a major Japanese corporation on how to deal with intercultural issues and diversity both in her professional life and private life.

Companies I Have Worked With:

Accenture	1994-2009 (Consulting)
Lufthansa	2009-2010 (Coaching)
SAP	2010 (Coaching)
Siemens	2011-Present (Coaching)
Kool-Bandz	2010-Present UG (Founder)

Geographies I Have Worked With:

USA, Germany, UK, Belgium, Netherlands, Australia, China, Turkey, Italy, France

Leader Positions I have Coached:

Middle Management, Director, Partner and VP

Business /Talent Challenges I've Helped Leaders Solve:

- Project Management Skills
- Communication Skills
- Board Presentations
- Merger and acquisitions
- Building High Performing Teams

- Effective Delegation Skills
- Effective Time Management Skills
- Motivation and Innovation
- Conflict Resolution

Leadership Experience:

- Led the deregulation requirements and business process identification for a large European Utilities Company. Established the relationship between the Retail and Distribution companies in the region to communicate effectively on how to send and receive messages in the energy deregulation environment.
- Managed various IT related projects for various utilities companies from planning phase to testing phase.
- Managed the strategic Utilities Alliance between Accenture and SAP and was responsible for the stakeholder relationship management and identification of partnership areas between both companies
- Organized and led the annual International SAP Utilities Conference for Accenture which was held in different international locations targeted for executive level participants from over 40 different geographies
- Founded Kool-Bandz UG, a children's accessories and trends company, distributing products to different geographies in Europe as a wholesaler. Led the sales, marketing and e-commerce activities of Kool-Bandz UG.
- Led a two-day World Cafe session for 350 Engineers on three different topics related to innovation, quality and safety. After collecting all the input, had a meeting with the CEO and other key stakeholders in the company to discuss the results and identify next steps on implementing the harvested ideas.