

Ahmet Sahin Akbulut

HR Transformation & People Analytics Leader

Industrial and Organizational Psychology Specialist • Executive Coach • Board Level Advisor

Executive Summary

Strategic HR Transformation and People Analytics leader with 15+ years of experience in designing and implementing technology-enabled organisational systems that drive scalable business growth.

Specialised in integrating HR technologies, psychometric assessment systems, and data-driven decision frameworks to build high-performance organisations. Proven track record in establishing end-to-end HR infrastructures, aligning talent strategies with business objectives, and enabling leadership teams to make measurable, analytics-based decisions.

Experienced in international markets including Türkiye, the United Kingdom, and Europe, with a strong focus on cross-border organisational scaling, digital HR transformation, and workforce optimisation.

Combines academic expertise in Industrial and Organisational Psychology with hands-on execution in HR systems architecture, organisational design, and strategic growth initiatives, delivering sustainable impact for growth-stage and complex organisations. Experienced in developing people analytics frameworks and leveraging workforce data to support strategic decision-making and organisational performance improvement.

Actively involved in the design of technology-enabled HR ecosystems, integrating assessment systems, talent data, and business metrics into scalable decision-support infrastructures.

Professional Experience

Consultant Training & Consultancy 2015 – Present

Founder / Business Development & Organizational Development Consultant Consultant Training & Consultancy

- Designed and implemented scalable organisational and HR systems for corporate clients, aligning workforce strategies with business growth objectives.
- Led end-to-end HR transformation projects, integrating digital HR tools, structured assessment systems, and performance management frameworks.
- Architected end-to-end recruitment and talent acquisition infrastructures, incorporating psychometric assessment methodologies to reduce hiring risk and increase retention.
- Delivered high-impact transformation projects for major organisations including Turkish Airlines, Türk Telekom, Shell, Turkcell, Socar, and Kızılay.
- Built and expanded a diverse client portfolio by identifying strategic growth opportunities and establishing long-term business partnerships.
- Developed and deployed data-driven talent management and people analytics frameworks, enabling measurable improvements in hiring quality, retention, and organisational performance.

Humancase HR London Consulting-London 2023 – Present

Founder / Business Development & Organizational Development Consultant Consultant Training & Consultancy

- Leading international market expansion across the UK and Europe, delivering scalable, technology-enabled HR solutions.
- Driving the commercialisation of HR technology solutions (Psychfit), integrating psychometric assessment into recruitment and talent systems.
- Designing cross-border HR infrastructures and workforce models, aligned with growth-stage and international organisations.
- Advising companies on HR transformation and organisational design, enabling data-driven decision-making and operational scalability.
- Developing and utilising people analytics insights to enhance recruitment accuracy, workforce planning, and organisational decision-making processes.

TURK TELEKOM AssisTT 2010 – 2015

HR Recruitment, Organizational Development, Training & Development Manager

- Designed and implemented end-to-end recruitment and talent management systems aligned with large-scale operational needs.
- Led the digital transformation of recruitment and career management systems, including data tracking and reporting capabilities transitioning core HR processes into scalable, technology-driven platforms.
- Played a key role in the implementation of 360-degree performance management systems, contributing to organisation-wide digitalisation and performance tracking.
- Designed and scaled digital learning and development infrastructures, positioning the organisation as a leading company in Türkiye for effective use of online training systems.
- Contributed to award-winning operational excellence, supporting the organisation in achieving recognition in global contact centre performance benchmarks.

Mustafa Kemal University 2009 – 2011

Academician / Advisor to the Rector

- Advised university leadership on strategic management, organisational alignment, and institutional development initiatives.
- Contributed to the design and optimisation of recruitment and talent development systems for academic and administrative staff.
- Supported senior decision-making processes by aligning organisational structures, communication flows, and performance expectations.

Contact

📍 Uskudar, Istanbul, Türkiye

☎️ +90 (532) 062 5915

✉️ akbulut@consultent.com.tr

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

🌐 <https://www.ahmetsahinakbulut.com>

Books

Kim Güzel Konuşmak İstemez Ki? (Who Wouldn't Want to Speak Beautifully?) 2011, Istanbul.

- A comprehensive guide on effective communication, rhetoric, and the art of persuasion in professional and social life.

Kişisel Optimizasyon (Personal Optimization) 2026, Istanbul.

- A strategic framework for self-mastery, focusing on enhancing individual performance, behavioral efficiency, and psychological resilience.

Harvard Business Review Articles

Articles & Thought Leadership

- You Can Coach Your Employees | March 6, 2023
- A Trust-Breaking Situation: Managerial Phubbing | November 14, 2022
- A Rising Leadership Style: Authentic Leadership | November 29, 2021
- The Key Skill of Leaders: Self-Discipline | September 10, 2019
- An Effective Management Tool: Interactional Conflict | February 26, 2019

Core Competencies

- HR Transformation & Digital HR Systems
- People Analytics & Workforce Data Strategy
- HR Technologies & Systems Architecture
- Organizational Design & Scalable Operating Models
- Psychometric Assessment Systems & Talent Evaluation
- International Market Expansion & Cross-Border Operations
- Strategic Growth & Business Development

Languages

English — Bilingual

Turkish — Native

Education

Master of Arts (MA), Industrial and Organizational Psychology Istanbul Kültür University | 2020

Bachelor of Arts (BA), Faculty of Letters Atatürk University | 2003

Certifications

Management skills, Leading, Harvard University 2008.

ICF MEMBER-Professional Coaching Certification, ADLER Coaching School, 2020

Assessment & Development Center Design and Implementation, DBE-Istanbul, 2012

Strategic Human Resources Management, Yildiz Technical University, 2013

Podcasts

Sana İyi Gelecek (Spotify-Podcast Series)

A premier thought-leadership platform with 100+ published episodes focused on personal optimization, mental resilience, and modern leadership strategies