

ZEKI PAGDA

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EDUCATION

University of San Diego, San Diego, USA

PhD in Organizational Leadership, August 2019

University of San Diego, San Diego, USA

Master of Business Administration (MBA), May 2000

Bogazici University, Istanbul, Turkey

Bachelor of Sciences in Molecular Biology and Genetics, May 1992

ACADEMIC EXPERIENCE

Assistant Professor of Professional Practice, Rutgers University | New Jersey, USA | 2020 – Present

Adjunct Professor of Management, University of San Diego | San Diego, USA | 2016 – 2020

Adjunct Professor of Management, San Diego State University | San Diego, USA | 2018 – 2020

Adjunct Professor of Management, National University | San Diego, USA | 2018 – 2020

COURSES TAUGHT

- Management Skills – Undergraduate (Online)
- Organizational Behavior – Undergraduate (In-person)
- Human Resource Management & Analytics – Undergraduate (In-person), Graduate (Hybrid and Online)
- Business Ethics – Undergraduate (In-person)
- Global (International) Business – Undergraduate / Graduate (In-person and Online)
- Culture and Diversity – Graduate (In-Person)
- Strategy- Undergraduate/Graduate (In-Person)
- Consulting and Assessments – Graduate (Hybrid)
- Change Management – Graduate (Online), Executive
- 21st Century Global Leadership – Graduate (Hybrid)
- Conflict and Negotiation Management – Graduate (Online)
- Organizational Culture – Executive (In-Person)

PROFESSIONAL EXPERIENCE

Executive Vice President, Moribus Consulting | San Diego, USA | 2017 – Present

- Digital Transformation
- Business Intelligence and Analytics
- Support organizations for Cloud Strategy
- Implement AI and ML for better decision making
- Big Data management and Data Science

General Manager, Carl Kuhne | Istanbul, Turkey | 2012-2015

- Managed a team of 120 people in two separate locations.
- Lead the construction of a strategic new fine food factory.
- Developed a new approach in marketing and implemented it, enabling the company to have increased customer engagement and higher sales.
- Profitably grew the business by 15% and 18% consecutively in two years.

General Manager, Henkel Schwarzkopf | Cairo, Egypt | 2010-2012

- Managed a team of 80 people.
- Ensuring commercial controls are in place to safeguard the business.
- Increased sales in personal care products at an average of 12% every year.

Commercial Director, Henkel Schwarzkopf | Istanbul, Turkey | 2007-2010

- Supervised a sales team of 75 people.
- Foresaw opportunities in different sales channels and focused on key accounts, traditional distribution system and export.
- Profitably increased sales by 17%, 19%, 24%, and 22% consecutively in four years.

Commercial Director, Nestle Waters | Istanbul, Turkey | 2006-2007

- Managed a sales team of 65 people in Turkey.
- Redesigned sales plan and sales routes to achieve the highest efficiency and profitability.
- Increased sales in every product groups by 15%.

Commercial Director, Kimberly Clark | Istanbul, Turkey | 2003-2006

- Established a sales team of 85 people in Turkey.
- Successfully made an agreement with Unilever Turkey to use its distribution network, bringing more efficiency to the sales operation and decreasing distribution costs of the company.
- Increased sales in strategic product groups by 10% in consecutive three years.

Supply Chain Business Analyst, Advanced Micro Devices | Dresden, Germany and San Jose, USA | 2000-2003

- Improved business processes in AMD's supply chain department which requires highly delicate estimations in every process of developing computer processors and related technologies.
- Made accurate calculations of production quantities.
- Played a clear communicator role between sales operation and production departments to enable them to work efficiently.

Sales Manager Unilever | Istanbul, Turkey | 1991-1998

- Started as a Sales Representative covering supermarkets and distributors in Istanbul region.
- Promoted as Retail Accounts Manager.
- Finally received the additional responsibility of leading outlet mapping project for Unilever and became Sales Route and Distribution Manager for all country as a third promotion.

PUBLICATIONS AND PRESENTATIONS

Publications

Pagda, Z., Bayraktar, S., & Jimenez, A. (2021). Exploring culture and leadership after 23 years: A replication of GLOBE project in Turkey. *Journal of International Management*, 27(1), 100822.

Pagda, Z. (2018). Artificial intelligence and unmanned human resource management. *Harvard Business Review Turkey*. 7(8).

Pagda, Z. (2018). Seven types of consciousness and seven types of leader for 21st century. *Harvard Business Review Turkey*. 7(3).

Pagda, Z. (2018). Digital transformation and its effect on human resource management. *Harvard Business Review Turkey*. 7(1).

Pagda, Z. (2017). The biggest mistake of Turkish CEOs. *Turkish Time*. 180. 50-53.

Pagda, Z. (2017). Attention those who make decision by instinct! *Turkish Time*. 183. 78-81.

Z Pagda (2017, 8 December). Why more women manager and less testosterone. Retrieved from <https://hbrturkiye.com/blog/neden-daha-fazla-kadin-yonetici-ve-daha-az-testosteron>

Presentations

Pagda, Z., Bayraktar, S., & Jimenez, A. (2019). Exploring culture and leadership after 23 years: A replication of GLOBE project in Turkey. Academy of International Business Southeast Asia Regional Conference, 5-7 December 2019, Philippines.

Pagda, Z. (2019). The replication of the GLOBE study in Turkey: Understanding the effects of social, economical and political changes on cultural dimensions and leadership ideals: A mixed methods study. In Dissertation Defense Presentation. May 10th 2019, San Diego, USA.

Pagda, Z. (2018). Constructive development theory as a success tool for digital transformation. The Leaders of Digital Transformation. The CIO event of Microsoft Turkey. May 14th 2019, Istanbul, Turkey.

EXTRA CREDENTIALS

Certifications	Focal Point Business Coach and Trainer, Global Leadership Profile and Action Inquiry: An Adult Development model, and International Coaching Federation (in process)
Languages	English, Turkish and German (Pre-Intermediate)