

Ahmet Esen

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Professional Experience

Current:

- Executive Committee member at Hedef Alliance

Responsible for human resources of the USD 3.5 Billion pharmaceutical distribution joint venture

- Executive in Residence, Sabanci University

Teaches International Business (MGMT 403) and Human Resources Management (ORG 401) at Sabanci University

- Part-time Instructor at Ozyegin University

Teaches International Business.

4/2006-11/2009 Country Manager, Pfizer China

As the Local Chairman and General Manager led a team of 10 direct reports and staff of over 4000.

Key Accomplishments/Projects

- *In three years, grew Pfizer's pharmaceutical business in China more than three folds (from \$ 245 M in 2006 to over \$ 740 M in 2009. Upon departure from China, Pfizer was the #1 Company in the Chinese pharmaceutical industry. The 2010 sales budget was over \$ One Billion, more than four times that of the 2006 net sales turnover.*
- *In 2009, led Pfizer's business in China to a growth 7% greater than the average growth of the R&D-based pharmaceutical companies. This has been the highest growth among top R&D-based pharmaceuticals in 2009. Pfizer, even before Wyeth acquisition, has been the #1 company in Q3' 2009.*
- *Led the China section of the Asia Strategic Study in 2007, thereby convincing Headquarters for significant increases in field force, medical and R&D investments in China. This change in Pfizer's strategy was instrumental in the unprecedented growth of the business since 2007*
- *Led various partnership projects with multinational pharmaceutical companies and various government agencies, securing an invaluable network in the Country. Two major co-promotion deals are at final negotiation level. Net present values of these deals are significantly over \$ 100 M.*
- *Developed local talent to various international posts including various director level marketing and finance positions.*
- *Led a compliance program with the objective of full adherence to FCPA, SoX, Chinese and Pfizer's internal requirements.*
- *Significantly improved human capital of the Company and leveraged local talents in critical positions including finance leadership.*
- *Prepared the Company for the Wyeth Integration, earned Pfizer's retirement criteria, and transferred responsibilities to the local Country Manager.*

6/1999-3/2006 Country Manager, Pfizer Turkey

As the Local Chairman and General Manager led the local leadership team of 7 and staff approaching 1000 colleagues.

Key Accomplishments/Projects:

- *Grew the business more than twice in spite of major obstacles like the generalization of the pharmaceutical industry, significant pricing and access challenges.*
- *Sailed the Company through a volatile and risky environment, one of Turkey's biggest economic crises in 2001. Despite this major crisis, Pfizer's business in Turkey double folded during Ahmet Esen's tenure to over \$ 300 M.*
- *Developed local talent to various international posts. Among many international appointments, one of the group marketing managers became Country Manager Indonesia, Strategic Planning Director became Country Manager Hungary, and the Pharmaceutical Division Manager became Country Manager Korea.*

- *Ran various strategic planning studies and led a number of Compliance Programs.*

1/1996-5/1999 Regional Director, Pfizer South & Central Africa

As the Local Chairman and General Manager led the local leadership team of 6 and the Company of around 400 colleagues.

Key Accomplishments:

- *More than doubled the size of the business in three years to \$ 45 M.*
- *Improved the ranking of the company from the 22nd to the 9th position.*
- *Led the design and execution of the affirmative action program.*

3/1995-12/1995 Executive Regional Personnel Director, Pfizer NY Headquarters

Responsible for human resources functions of Japan, China, Taiwan, HK and Australia reporting to International Head of Personnel and working for the Asia Area President.

Key Accomplishments:

Implemented global projects and initiatives in the region and helped improve the human asset quality of the Area.

1/1993-2/1995 Country Manager, Pfizer Pakistan

As the Local Chairman and General Manager led the local leadership team of 6 and the Company of around 500 colleagues.

Key Accomplishments:

- *Restructured the Company. Manufacturing was outsourced and the total headcount was reduced to about 250. This major restructuring turned the Company to profitability and overturned the decision to depart from Pakistan.*
- *Focused on talent development initiatives such as recruitment of management trainees.*
- *Prepared/developed the local CM. The local Finance Director became Country Manager upon Ahmet Esen's departure.*

12/1989-12/1992, Sales Manager, Pfizer Turkey

6/1989-11/1989, Assistant Finance Director, Pfizer Turkey

1/1983-5/1989, Personnel Director, Pfizer Turkey

1/1981-12/1982, Investment Projects Coordinator, Pfizer Turkey

12/1979-12/1980, Assistant to Technical Director, Pfizer Turkey

2/1979-11/1979 Manufacturing Section Head, Koc Group Bozkurt Textiles, Turkey

8/1977-1/1979 Compulsory Military Service as Reserve Lieutenant

4/1976-7/1977 Management Trainee, Aygaz Koc Holding, Turkey

Past Memberships

Board Member of Peryon (Personnel Management Association) in Turkey

Founding Board Member and Secretary General of AmCham (American Chamber of Commerce/TABA) in Turkey

Board Member of South Africa R&D based Pharmaceutical Association in South Africa

Board Member of IEIS (Ilac Endustrisi Isverenler Sendikasi) in Turkey

Board Member of AIFD (Research-Based Pharmaceutical Industry) in Turkey

Vice-Chairman of AIFD (Research-Based Pharmaceutical Industry) in Turkey

Member of TUSIAD (Turkish Businessmen's Association) in Turkey

Board Member of AmCham (American Chamber of Commerce) in China

Board Member of RDPAC (Research-Based Pharmaceutical Industry Association) in China

Education

Bogazici University at Istanbul – MBA 1975-1977

Imperial College in London – M.Sc. in Chemical Engineering 1974-1975

Bogazici University – B.S. in Chemical Engineering 1970-1974

Robert Academy in Istanbul – High School 1967-1970
English High School in Istanbul – Middle School 1963-1967