



Finding The Right Talent at the Right Time to Build Your Business

We assist early-stage, turnaround, and growing companies to recruit, develop, and retain executives and teams for business-critical full-time and interim roles.

We Can Assist When You:

- Need a "Rapid Response Team" to stress-test a new technology or product.
- Need an objective assessment of an executive's or team's capabilities.
- Must rapidly engage new executives or teams to accomplish key objectives.
- Must upgrade your talent pipeline to meet current or future challenges.
- Need to engage the best national industry, technical, and functional talent.

Human Capital Expertise

Recruitment, Development, and Retention
Portfolio Company Talent Advisor
Global Staffing and Development
Interim Human Resources Executive
Due Diligence and M&A Integration
Outsourced Recruiting Solutions

Representative Clients

Computer Horizons Corporation
IGATE Capital Management
Vista Therapeutics
Flywheel Ventures
CVI MellesGrigot (formerly CVI Laser)
New Mexico Angels

Sector Experience

Technology
Life Sciences
Clean Tech
Consumer Products
Private Equity Firms

Certifications and Boards

Executive Coaching
Leadership and Team Assessment Tools
Organizational Transition Training
Board Member -New Mexico Angels
Board Member- Intl. Coach Federation
Advisor—Technology Ventures Corp.

Education

BS. Business, Northeastern Illinois Univ.
MA. Organizational Psych., Columbia Univ.

Sustainable
Ventures
Alliance LLC

We Can Assist Your Organization to:

- Identify and engage industry and functional executives and "virtual" teams.
- Manage talent "flight risks, keepers, question marks, and manage-outs."
- Develop targeted retention, development, separation and reward strategies.
- Integrate proven talent processes/disciplines into earlier stage businesses.
- Select candidates from a robust pipeline of full-time and virtual leaders.
- Rapidly Integrate newly hired or promoted leaders and team members.
- Increase employee engagement, retention, and productivity.
- Reduce the cost and improve the effectiveness of your recruiting process.

Selected Client Company Results:

- Integrated a \$60M firm into a \$300M competitor without losing critical staff.
- Sourced 19 executive and investor candidates for NM Founder/CEO search.
- Sourced 25 C-Suite executives to build a multi-unit E-Services incubator.
- Created high-tech/high volume (1000+ per yr) global recruiting organization.
- Designed and managed global succession planning and talent reviews.
- Saved \$2M by redesigning a fixed incentive program into a variable plan.
- Created rigorous "Talent Scorecards" to track and improve the talent pool.

Mark applies his global experience with American Express, Ernst & Young, Thomson, and the founding entrepreneurs of IGATE Capital, Vista Therapeutics, and Computer Horizons Corp. within the systems integration, nanotech, and professional services sectors to develop or adapt proven and practical solutions that fit your organization's strategy and situation.

He also provides his services to support and scale clean tech firms, "green collar" job, and state, regional, and national economic development initiatives.

Mark Walztoni

Managing Director

Santa Fe, New Mexico 87540

Phone: (505) 466-2695

Mobile: (505) 603-5810

www.sustainableventuresalliance.com

mark@sustainableventuresalliance.com