



Practical Human Capital Solutions for Companies in Transition

We assist early-stage, turnaround, restructuring, and growing firms to recruit, develop, and retain executives and teams for full-time and interim roles, perform human capital due diligence and acquisition integration, realign and reduce headcount, and coach leaders and teams to lead and manage change.

We Can Assist When You:

- Require a leader or team to “stress-test” or scale a technology or service.
- Need to rapidly assess and/or reduce your workforce.
- Must rapidly engage executives or teams to accomplish key objectives.
- Must acquire a new organization quickly and effectively.
- Must rapidly recruit national industry, technical, and functional talent.

We Can Assist Your Organization to:

- Engage industry, technical, and functional executives and “virtual” teams.
- Identify talent flight risks, keepers, question marks, and manage-outs.
- Develop targeted retention, development, separation and reward strategies.
- Rapidly Integrate newly hired or promoted leaders and team members.
- Increase employee engagement and productivity during rapid change.
- Reduce the cost and improve the effectiveness of your staffing 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.
- Lead human resources partner for 7500 employee audit and tax merger.
- 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 over 25 years of global executive 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 organizations, “green collar” jobs, and regional and national economic development initiatives.

Human Capital Expertise

Recruiting Executives and Teams
Portfolio Company Talent Advisor
Due Diligence and M&A Integration
Interim Human Resources Executive
Human Resources Dept. Turnarounds
Reduction-in-Workforce Procedures

Representative Clients

Ernst and Young LLP
Computer Horizons Corporation
IGATE Capital Management
Thomson

Sector Experience

Technology
Life Sciences
Clean Tech
Private Equity
Consumer Products

Certifications and Boards

Executive Coach
Leadership and Team Assessments
Individual and Organizational Transition
Board Member—New Mexico Angels
Board Member—Intl. Coach Federation
Advisor—Technology Ventures Corp
Advisor—WESST

Education

BS, Business, Northeastern Illinois
MA, Org. Psychology, Columbia University

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