



Mark Walztoni Managing Director Sustainable Ventures Alliance LLC

Areas of Expertise:

- Executive Onboarding
- Leadership Assessment and Coaching
- Team Development
- Effective Leadership Transitions
- Leading Organizational Change
- Merger and Acquisition Integration
- Workforce Reduction

Professional Experience:

- *Director*, Sustainable Ventures Alliance LLC
- *Director*, Effective Leadership Changes LLC
- *SVP Global HR*, Thomson Prometric
- *SVP Global HR*, IGATE Capital Management
- *SVP Global H*, Computer Horizons Company
- *Global Chief of Staff HR*, Ernst and Young LLP
- *Regional HR Manager*, American Express Co.

Education:

- B.S. Business/Speech, Northeastern Illinois
- M.A., Organizational Psychology
Columbia University/Change Leadership

Certifications:

- Certified Executive Coach
- Linkage Compleat Consultant Model
- 360 Degree Feedback – PDI/Linkage
- Individual and Organizational Transition
- Senior Human Resources Professional
- International Human Resources Professional

Professional Affiliations:

- American Society of Training & Development
- Society of Human Resources Management
- International Coach Federation (Board Member)
- Organizational Development Network
- New Mexico Angel Investors

Background:

Mark Walztoni has over 25 years experience as a coach, consultant, and senior executive leading geographically, functionally, and culturally diverse work teams. He has assisted leaders, teams, and organizations to achieve personal and organizational objectives during onboarding, turnaround, and merger integration situations through a practical, measurable, and behavior-focused approach.

His consulting and coaching specialties are comprehensive onboarding for new leaders and teams and accelerating the return on human capital investments for private equity firms and organizations investing in growth companies and mergers and acquisitions.

He has provided coaching, assessments, team retreats and leadership development initiatives to clients including American Express Company, Ernst & Young LLP, Computer Horizons Corporation, Fireman's Fund Insurance Company, IGATE Capital Management, State Department of Workforce Solutions, Santa Fe Southern Railway, and Thomson, and has worked with leaders and teams in many global locations including the EU, India and China.

Mark is also an Expert Advisor on career transition, mergers and acquisitions, and on-boarding for the Human Capital Institute.

Client Results:

- Coached a CEO during the turnaround of a U.S. - based systems integration company by assisting him to stabilize the existing employee population, build engagement through cross-functional teams, evaluate "flight risks" and create individual retention, development, and separation plans, and creating a "people scorecard" which included critical recruitment and retention indicators and measured monthly and project-based improvements.
- Coached the newly-hired SVP of Sales and Marketing of a \$300-million dollar global certification company by creating a thorough 120-day onboarding plan that tracked progress against stakeholder expectations and facilitating global leadership transition meetings with his team.
- Coached the newly appointed leader of a large state organization as she prepared for a major role leading an internally-focused to customer-driven reorganization and a larger group of direct reports. Our focus was identifying stakeholder allies, supporters, neutrals, and resisters and creating strategies to increase the number of stakeholder supporters while mitigating resistance.