

# Maria Goldsholl

TechCXO Partner & Chief People Officer



Human Capital Practice

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## RELEVANT EXPERIENCE

Maria is a seasoned, energetic executive leader with an extensive background in organizational and talent development, culture management, developing HR infrastructure and building teams and operations. Her expertise has been featured in Forbes HR council, The Wall Street Journal, Working Mother Magazine, Entrepreneur and others. Among her career highlights are the following:

### **Chief People Officer, PokitDok, Inc.**

Senior human resources executive for venture backed high growth healthcare technology company. Provide leadership and direction for human resources function, serve as trusted advisor to CEO and executive team on people related issues. Responsible for providing thought leadership and execution of people initiatives, organizational development, recruitment and culture initiatives.

### **COO, Mom Corps**

Responsible for managing the day-to-day activities of this first- to-market Staffing and Search company. Began as first employee of company and helped grow organization to \$16 million business with franchises and offices nationwide.

### **Dir. of Organizational Development, Dir. of HR, Dir. of Recruiting, The Weather Channel, Inc.**

Responsible for the company's diversity efforts, succession planning and work/life programs. Provided direction for organizational change, leadership strategies and performance management. Served as an internal coach and trainer for EVP and VP teams across all units.

### **Director of Human Resources, Turner Broadcasting Inc.**

Directed all HR services for entertainment divisions, including TBS, TNT, Cartoon Network, Cartoon Network.com, TSouth, TCM and Boomerang.

## EDUCATION

**City University of New York - Brooklyn College, MA,** Organizational Behavior.

**University of La Verne (Greece) BS,** Psychology.

## PERSONAL STATEMENT

As a consultant working with executive leadership teams in fast growing companies, I create and execute strategy, partnering with internal stakeholders, for all facets of people operations, including talent acquisition, onboarding programs, employee engagement and retention, performance management and coaching, career development, HRIS and Applicant Tracking Systems, legal compliance compensation & benefits, in addition to guidance on mergers & acquisitions and scalability. As an operator and an HR exec I have a unique lens into the operational and Human Resource problems that can derail a growing organization.

## PRACTICE FOCUS

TechCXO has assisted more than 750 technology companies to build value, enter new markets, increase sales and improve margins. Maria accelerates value in the following areas:

### **GROWTH STAGE ORGANIZATION**

- Organizational development
- Culture
- Talent Gap analysis
- Recruiting
- Systems
- Succession planning
- Legal
- Policies
- Compensation
- Benefits
- Leadership coaching
- Executive Coaching
- Mediator/moderator
- Performance standards
- Employee relations
- Guidance on M&A and Scalability

### **ORGANIZATION WITH EXISTING HR**

- Program Development
- Leadership Coaching
- Organizational Development
- Compensation Analysis and Pay Philosophy
- Guidance on M&A and Scalability

## SECTOR EXPERIENCE

### **COMMERCIAL SERVICES**

- BPO/Outsource Services
- Consulting Services
- Executive Search
- Human Capital Services

### **MEDIA**

- Broadcasting, Radio and Television
- Information Services
- Publishing
- Social Content

### **HEALTHCARE**

- Healthcare Devices and Supplies
- Healthcare Information Technology
- Clinics/Outpatient Services
- Practice Management

### **SOFTWARE**

- Application Software
- Automation/Workflow Software
- Business/Productivity Software
- Multimedia and Design Software
- SaaS