



MIT Course 15.393 Nuts and Bolts of New Ventures

Vivian Vitale, Organizational Consultant/Human Resource Executive

Vivian Vitale is currently operating a consulting practice which assists organizations in developing their people management practices, providing guidance and support in



organizational transitions and coaching leaders for success. She is also an independent Board Director of NetScout Systems (Compensation Chair, Nominating and Governance) and Progress Software (Compensation and Nominating and Governance), a Director of Vera3, an investment company and is on the Advisory Boards of Surprise HR, a company focused on innovative employee recognition solution and Quantuvos, a quality online executive coaching firm.

Ms. Vitale has over 30 years of experience in people management in high technology organizations; the last 20 years as part of the leadership teams of RSA Security, Unica Corporation, Care.com, and, most recently, Veracode. She is passionate about creating high performance cultures that focus on results, developing leaders and preparing organizations for succession.

Community involvement and charitable giving are important to Ms. Vitale. As a mentor and volunteer, she serves on the Advisory Board of *E for all Roxbury, Massachusetts*, a non-profit organization providing education and training to aspiring entrepreneurs. Ms. Vitale is also a member of the Board of Directors of *Family Services of Merrimack Valley*, an organization providing support services to families in the greater Lawrence area. She also provides pro bono HR support to several local non-profit organizations. In her free time, Ms. Vitale enjoys travel, music and spending time with her family and friends.