

## About Walter S. Kuchinski



Walter Kuchinski is the founder of Diversitas, a broad-scale human capital solutions provider based in Charlotte, North Carolina. As strategic advisors to senior management, the firm is focused on all aspects of the *Talent Agenda*, with its' retained executive/diversity search practice serving as the cornerstone of the company. Other practice areas include human capital consulting – dedicated exclusively to talent-related initiatives and executive coaching.

Prior to the formation of Diversitas, Walter was the SVP and Managing Director for Wachovia Corporation's Executive & Specialized Search business, a role he assumed following his leadership of the human resource aspects critical to the merger of First Union and Wachovia. In this position, Walter led executive, diversity, and university recruiting efforts corporate-wide. Walter joined (legacy) Wachovia Corporation as Director of Strategic Staffing, where he led the reengineering of the recruiting function over a twelve month period, establishing consistent performance metrics and introducing new technology. Before joining Wachovia, Walter was Director of Professional & University Recruiting for Bank of America's Global Corporate and Investment Banking businesses. Prior to the merger of NationsBank and Bank of America, Walter served as the senior human resources executive for the global Corporate Finance, Capital Markets and Investment Banking businesses at NationsBank.

Walter spent two years in executive search, which included serving as a Principal of Gould, McCoy & Chadick in New York City. Before that, he spent five years as head of human resources for Union Bank of Switzerland and UBS Securities in North America, leading change across every aspect of the HR function. Prior to this, Walter held a number of senior human resource leadership positions at Citibank in New York over a seventeen-year period, which included responsibilities leading to the creation, expansion and management of the Global Investment Banking, Corporate Finance and Consumer Banking businesses.

Walter began his career with IBM Corporation, later serving on the team assigned to develop and manage IBM's management assessment center. He has served as board member and New York City chapter president for the International Association of Corporate & Professional Recruitment; member of the Wall Street Human Resource Directors' Association and member of the Corporate Advisory Board for the Consortium for Graduate Study in Management. He is a founding member of the Corporate Executive Board's Recruiting Roundtable.

Walter holds an MBA in management from Fairleigh Dickinson University and a BBA in computer science and marketing from Pace University. He lives in Charlotte, North Carolina, with his wife Angelica and has two adult children, Brian and Amy.