Mark Hayes



Mark Hayes is the Founding Partner of Breakwater Capital Markets, the capital markets advisory arm of Breakwater Strategy, where he advises boards and executive leadership teams on how valuation is formed and how it can be elevated across global capital markets. He works with venture capital-backed, pre-IPO, public companies, private equity sponsors, investment partnerships, and family offices to align capital markets, business, and investor communication strategies to drive long-term value.

Mark developed the Valuation Operating System™, a proprietary enterprise framework that integrates business strategy, operations, investor intelligence, and capital markets engagement into a disciplined approach to value creation. This framework provides leadership teams and boards with a practical structure for understanding how valuation is built and defended across the global investor ecosystem and how to influence it deliberately through periods of growth, transformation, transaction, or market volatility.

Before Breakwater, Mark was Executive Vice President and Chief Client Officer of a globally oriented investor relations firm, where he was instrumental in scaling a nascent business into a globally recognized investor relations firm, shaping its strategy, client model, and market positioning through a period of accelerated growth. Earlier in his career, he held senior executive leadership roles across strategy, finance, operations, technology, marketing, communications, sales, product development, and organizational design, delivering sustained improvements in operating performance and P&L results through high levels of employee engagement and innovation, most recently within a Fortune 15 company.