



Patricia Carl

CEO

Patricia Carl is the CEO of Highland Performance Solutions, a boutique woman-owned organizational consulting firm. Her firm partners with clients ranging from start-ups to Fortune 500 firms to design effective strategies and structures, hire the right people, develop key talent and engage and mobilize their workforce to deliver on business strategy. HPS provides inventive solutions that solve a broad range of long-term strategic workforce challenges across the talent lifecycle and close specific gaps to address immediate business needs.

Prior to starting HPS, Patricia was a Chief Human Resources Officer for public and private firms. She holds a variety of leadership roles on executive boards with deep expertise with Board-level consulting, C-Suite assessment for selection and development, executive coaching, executive team alignment, organizational design and development, succession planning, workforce planning, change management and high potential leadership development. Industry experience includes healthcare, retail, education, financial services, pharma, manufacturing, private equity and nonprofit. She has worked with clients such as Microsoft, Target Corporation, Wintrust Financial, Fresh Factory, Acorn Health, Facebook, Deloitte and Accenture, to Silicon Valley start-ups.

She holds a Master of Social Work from the University of Pennsylvania and is a former practicing therapist. Patricia is certified in Hogan Leadership Series, Human Performance Improvement: Association for Talent Development, Situational Leadership: Center for Leadership Studies, Leadership Effectiveness Analysis: Management Resource Group and IPEC coaching certification (in progress).

As a thought leader, Patricia has been featured in publications such as Forbes, Harvard Business Review, HBR Ascend, Association for Talent Development, and Entrepreneur Magazine. As a guest lecturer, she has shared insights about the intersection of work and wellness at the University of Pennsylvania. She has been a guest speaker around a variety of topics such as conscious capitalism, empathy-driven leadership, leading in the new world of work, high-performing teams and executive presence. Patricia is working on her first leadership book that is forthcoming in 2023.

In her spare time, she loves spending time with her family and pursuing new adventures—whether that be running with the bulls in Pamplona, living in Scandinavia or night safaris in South Africa.