



Tracy McCarthy

Senior Consultant

Tracy McCarthy is a Senior Consultant for Highland Performance Solutions. Tracy is passionate about helping companies achieve business results through a focus on culture, employee engagement and aligning business processes. As a former CHRO/CPO at both private equity and public companies, Tracy has experience in scaling companies and setting the foundation for continued growth and success.

As a coach and consultant, she offers deep expertise within the talent management lifecycle, including strategic planning and execution, business transformation, high performance cultures and employee engagement, change leadership, process optimization, organizational development, total rewards, leadership development and executive coaching. Tracy has supported organizations across a wide range of industries, including cloud-based technology, human resource management systems, cyber-security, electronic signature and retail, with previous clients including OneSpan, SAVO Group (Now Seismic), SilkRoad Technology, Corporate Express (now Staples) and Target Corporation.

Tracy possesses a Master of Science in Management and Organizational Behavior from Benedictine University and a Bachelor of Science in Human Resource Development and Psychology from the University of Minnesota. Her certifications include SPHR, GPHR, and SHRM-SCOP. She serves as a Board Member for Chicago Tech Academy High School, a private CPS contract STEM high school and is a member of and mentor for Society for Human Resource Management (SHRM).

Tracy holds dual citizenship with the US and Italy and travels extensively to experience different cultures and build connections around the globe. She is passionate about understanding how people throughout the world are more similar than different and how that translates into being a real global citizen. During her travels, she searches for the best local wines and eateries. She views food and wine as a common language from which relationships can bloom.