CAROLYN FEDIGAN

PARTNER - HUMAN CAPITAL; FRACTIONAL CHRO

RELEVANT EXPERIENCE

Carolyn Fedigan is a Partner in TechCXO's Human Capital Practice, where she serves as a fractional CHRO. She specializes in organizational design, leadership development, and operational transformation. Her select achievements include:

Principal, Fedigan Partners
Led engagements with PE-backed and founder-led firms including Rail Modal Group, Ecovative Design, INSA, and MyForest Foods. Projects spanned leadership assessment, org design, executive team development, compensation strategy, and HR function maturity. Recognized for quickly diagnosing root issues in team performance and helping leadership realign talent with strategic goals.

SVP, Human Resources, MedMinder
Redesigned the HR function for a growing, 24/7 pharmacy and med device company. Built and led the HR team, advised the executive suite, and stepped into interim leadership of Legal, Insurance, Facilities, and Project Management after a CFO transition. Directed the relocation and build-out of a new facility, ensuring operational continuity and regulatory compliance.

SVP, Human Resources, Curaleaf
Built the HR function from the ground up during Curaleaf's transformation from a startup to a $1.2B public company. Led strategy across M&A integration, talent acquisition, labor relations, compensation and benefits, employee engagement, and HR tech. Supported rapid state-by-state expansion and helped establish a scalable people infrastructure for aggressive growth.

Director, Human Resources, Audax Group
Owned full-cycle HR for a $10B private equity investment firm with operations in Boston, New York, and Menlo Park. Led performance management, recruitment, on- and offboarding, HRIS implementation, and immigration. Played a key role in supporting the firm's operational scale and talent depth during sustained fund growth.

Director, Human Resources, Harvard University – Central Development Office
Partnered with senior leadership to support organizational planning, performance management, and talent acquisition. Modernized core HR practices and helped strengthen the strategic role of HR in an elite academic environment.

PERSONAL STATEMENT

I build clarity and confidence in moments of organizational complexity.

In practice, that means helping leadership teams make difficult decisions with focus, speed, and alignment, especially when growth, change, or transition puts pressure on people and organizational structure.

I've spent more than 30 years helping companies navigate inflection points: scaling, merging, turning around, or transforming. My background spans private equity-backed firms, regulated industries, global enterprises, and startups growing faster than their human resources systems can handle. I've been both the builder and the fixer. I've worked beside founders, CEOs, and boards to align talent strategy with business strategy, and to lead the tough-but-constructive conversations that drive real change.

My style is direct but grounded, people-first but business-minded. I move fast, ask the right questions, and bring teams along while building momentum. When stepping in as a CHRO, my goal is always the same: clarity, performance, and a people strategy that works in the real world.

PRACTICE FOCUS

- Human Capital
- Organizational Structure & Development
- Employee Development, Relations & Engagement
- Training & Development
- Policy, Process, Standards and Compliance
- Executive Search & Recruiting
- Executive & Leadership Coaching
- Team Building
- Performance Management
- Succession Planning
- Organizational Culture

EDUCATION

Harvard University
Master of Education

Drew University
B.A., Psychology

SECTOR EXPERIENCE

Commercial Services
- Education & Training Services
- Human Capital Services

Commercial Transportation
- Rail & Transportation Logistics

Consumer & Retail
- Consumer Durables
- Food Products

Financial Services
- Private Equity

Healthcare & Life Sciences
- Medical Supplies
- Enterprise Systems
- Biotechnology

Media
- Miscellaneous Media

Information Technology
- Business Productivity Software
- SaaS