

Becky Kowall

Speaker | Executive Advisor | Founder, 22 North HR

Helping PE-Backed Leaders Align Teams and Execute Through High-Stakes Growth

Becky Kowall helps PE-backed CEOs and executive teams navigate the leadership challenges that often surface during rapid growth, transitions, and high-stakes decisions.

With more than 20 years in executive HR leadership, she has partnered with founders, boards, and investors to guide organizations through acquisitions, restructures, leadership transitions, and periods of accelerated growth.

She is often brought in when the numbers still look strong on paper but leadership dynamics, trust, or decision-making are beginning to strain.

As the founder of 22 North HR, Becky serves as a trusted advisor helping leaders move from tension and uncertainty to clarity, aligned decision-making, and confident execution so growth becomes lasting value.



Discussion Topics

- **Leadership Alignment as a Value-Creation Lever:** Why misalignment quietly taxes execution and how aligned leadership accelerates growth and exit readiness.
- **The Hidden Cost of Leadership Risk:** What financial models miss when leadership teams lose trust, clarity, or cohesion.
- **CEO-HR-CFO Dynamics in PE-Backed Companies:** How fractured executive relationships slow decisions and create unnecessary risk.
- **The Leadership Pressure No One Talks About:** How CEOs and executive teams stay steady when the stakes are high.

Becky combines empathetic listening, sharp analytical thinking, and strategic clarity to help leadership teams navigate complex challenges while uncovering opportunities for growth.

Dr. Adam Cibulka, VP Client Success, ECRA Group

Becky is strategic, people-focused, and an authentic leader. Her ability to guide organizations through complex leadership challenges is exceptional.

Andrew Skarupa, CFO, BS&A Software

Booking & Contact

<https://www.22northhr.com/>

becky@22northhr.com



Free Resource for Private Equity Leaders

A 10-minute assessment to identify leadership and talent risks before they stall returns.

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