



RECOGNIZED BY
HR TECH OUTLOOK

\$15



Carpe Diem Global Partners Reimagining Talent Management

Talent Management has evolved radically over the past few years. In 2021, the market power shifted from employers to employees. The scenario has changed in 2022 as executives today face difficulty in hiring the right talent at the right price. Given these market dynamics, businesses have increasingly valued a talent advisory firm that will invest deeply in understanding their business, operating environment, and culture.

Enter Carpe Diem Global Partners—a bespoke, performance-based leadership advisory firm.

Carpe Diem Global Partners is driven by the mission to reimagine the end-to-end experience clients and candidates have with talent management firms. The company drives a strong link between acquisition, retention and development.

“We are not a recruiting firm and don’t hire recruiters to lead executive search engagements or leadership development services. Our partners are former business leaders that personally drive the solution focused on strategic talent initiatives for Board, C-suite, down to VP level roles,” says Jeff DeFazio, the Founder and Managing Partner of Carpe Diem Global Partners. “All of our partners have 20+ years of business and functional operating experience as an executive.”

Carpe Diem Global Partners is typically hired to solve an organization’s most complex leadership challenges and create new opportunities for clients. The firm invests deeply in understanding clients’ unique business, function(s), operating environment, and culture. As a result, they are able to provide clients with end-to-end services around executive leadership from talent mapping, acquisition, leadership advisory services, executive coaching, 360 feedback, high-potential, talent review/9 box, succession planning, and team development.


Many of Carpe Diem Global Partners’ newest clients approached them after some frustration with large-scale, high-volume providers. Exhausted by the typical slower motion and cadence of large-scale global firms, the firm was retained to

deliver custom solutions, and rigorous candidate assessments at a faster and more intense pace. Being transparent with its delivery times and KPIs gave the client confidence that the company was not turning over the same old candidate inventory. They wanted a highly confidential executive solution quickly without having an open role for 6-12 months.

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After completing a CHRO engagement, the same client wanted to leverage Carpe Diem Global Partners’ knowledge of the client organization to improve the performance of their existing C-suite leadership, accelerate the onboarding of an external hire and an internal hire, and help them identify potential leaders for succession and development. The firm worked with the client’s CEO and Board to design a roadmap of leadership development services that could improve leadership performance immediately while identifying gaps and potential talent for further development. They then shifted into the delivery phase, developing and coaching to improve operating performance, working closely with the CEO and board.

Such has been the prowess that Carpe Diem Global Partners has garnered over the years by helping many such clients. The firm counsels clients on their most complex challenges and recruits world-class leaders in a transparent, efficient process designed around clients’ specific needs. Clients return to the company due to its 35-day average cycle time, genuine collaboration, retention rates, and tailored approach.

Carpe Diem Global Partners’ work, data, and insights are open to its clients, so collaboration is maximized. Its team members always explore the latest technology applications to maximize collaboration internally, yielding more efficient workflows. 



Jeff DeFazio
Founder and Managing Partner