

CXO OUTLOOK®

INSIGHTS. IDEAS. INSPIRATIONS

www.cxooutlook.com



- ADITYA K MEHTA**
PRESIDENT & CFO,
ORION GROUP
- IVAN J. DSOUZA**
CEO,
BIOVISER INC.
- MICHAEL WHITEHEAD**
MANAGING PARTNER,
CARPE DIEM GLOBAL
PARTNERS
- SIVA G SUBRAMANIAN**
GLOBAL CHIEF
DATA OFFICER,
SEARCH INC

CARLOS SANTOS

CEO and Chairman, Ethos Group

LEADING WITH PURPOSE, PASSION,
AND PERSEVERANCE



Most Inspiring Business Leaders - 2023

Head of Advisory Board

Dr. Manoj Varghese, Ph.D

Managing Editor

Sarath Shyam

Consultant Editors

Dr. John Andrews	Naomi Wilson
Anuja Mulmule	Stanly Lui
Emma James	Steve Hope
Andrew Scott	Sabrina Samson
Amrin Ahmed	Keith Alexander

Editorial Enquiry: admin@cxooutlook.com

Creative Consultants

Charlie Jameson	Ajay Das
Manjunath R	Rohith Poojary
Louis Bernard	Shirley David

Branding & Marketing Partnerships

Jennifer Anderson	Rachel Roy
Monica Davis	Priyanka Pandewar
Suchita Sethy	Anna Elza
Siva Kumar	Stephen Donnell
Jessica Edword	Cathy Chen

Partnerships Enquiry: admin@cxooutlook.com

Free Subscription

www.cxooutlook.com

International Representation

Americas

16192 Coastal Highway,
Lewes, DE 19958,
USA

Europe

27, Old Gloucester Street,
London, WC1N 3AX,
UK

Middle East & Africa

P.O. Box 48299,
Dubai Silicon Oasis, Dubai,
UAE

Asia-Pacific

Ramanashree Arcade, 18 MG Road,
Bangalore - 560001,
India

CXO Outlook is a digital magazine published by Connecta Innovation Private Limited. All rights reserved. The opinions expressed in the content and pictures provided are those of the authors. They do not purport to reflect the opinions or views of the Connecta Innovation Private Limited or any of its members and we do not assume any responsibility. The publisher does not assume any responsibility for the advertisements, its content, pictures, and all representation of warranties made in such advertisements are those of the advertisers and not of the publisher. CXO Outlook is a Free Subscription digital magazine strictly not for sale and has to be strictly for internal private use only. Publisher does not assume any responsibility arising out of anyone printing copy of this digital magazine in any format and in any country and all matters related to that.



GET THE MOBILE ISSUE





Michael Whitehead

Managing Partner, Carpe Diem Global Partners

HELPING CLIENTS ASSESS THEIR TECHNOLOGY NEEDS & LEADERSHIP IMPERATIVES

Recognized as a global business strategist and technologist, Michael Whitehead serves as the Managing Partner at Carpe Diem Global Partners. He brings to his position a history of success in operational leadership and technology consulting within healthcare, life sciences, consumer products, and diverse global manufacturing industries. Before joining Carpe Diem Global Partners, Michael held several executive leadership positions in some of the world's most recognized firms, like Siemens, Cap Gemini, McCormick and Company, and Johnson & Johnson, for over 25 years.

A strategic, operational, and fiscal pragmatist by description, Michael is, first and foremost, a business leader with a proven record of excellence in transforming technology functions into businesses, driving partnerships, and delivering on defined strategic outcomes and goals. "My entire career has been one dedicated and committed to operational excellence aligned to strategic outcomes with the highest level of integrity, and that hasn't changed," shares Michael Whitehead. "My goal within Carpe Diem remains one focused on those same principals in everything we do for our clients, while partnering and advising them, on leadership imperatives, within a highly



**MICHAEL
WHITEHEAD**
MANAGING PARTNER,
CARPE DIEM GLOBAL PARTNERS

CARPE DIEM.

Reinventing the Executive Search Experience

- PERFORMANCE METRICS -

24
DAYS

TIME PERIOD:
START TO ASSESSMENT
OF WINNING CANDIDATE

98%

FIRST YEAR
CANDIDATE RETENTION RATE
(2010 TO 2019)

99%

ENGAGEMENT
COMPLETION RATE
(2010 TO 2019)

GENUINELY COLLABORATIVE

ACCOUNTABLE

TRANSPARENT

volatile global labour market.” Being a trusted advisor in this critical space is not position we as a firm take lightly. Our deep operational acumen in all our partners, and extensive global experience in this industry, combined make us a powerful force in partnering with our clients to help them solve their unique business challenges through the application of innovative and aligned talent strategies.

Early Lessons that Helped Shape into a Successful Business Leader

Reminiscing his childhood days, Michael recalls his dad often asking him, “How are you better today than yesterday?” This simple,

yet powerful mindset, continues to be a strong focus for him. He further adds, “Treat people with dignity and respect, be honest, tell it like it is, think and listen first before speaking, are all elements that have served me well over the years, along with always improving and moving forward, not worrying about what you can’t control but seeking to control and improve what you can.”

Carpe Diem: On a Mission to Disrupt the Talent Industry

Headquartered in San Francisco, CA, Carpe Diem Global Partners is where leadership advisory drives personal aspiration and

Headquartered in San Francisco, CA, Carpe Diem Global Partners is a consultancy intent on reimagining the conventional approach to executive search

excellence. We are a bespoke consultancy focused on Talent Advisory Services across Talent Management, Leadership Development and Organizational Advisory Services. The firm works closely with Boards, Chief Executives and Senior-Level Executives, advising Public, Private and Investor-backed companies on leadership imperatives. We champion personalization to achieve the

remarkable. Our mission is to reimagine how Leadership Advisory is experienced for Clients, Leaders/Candidates, and our Colleagues. We will deliver greater value by bringing to each client engagement; partners with deep operating experience, the intellectual curiosity and wisdom to solve complex leadership initiatives, a low ego, agile, client facing, collaborative culture, and a ‘skin in the game’ set of accountabilities.

Furthermore, Carpe Diem Global Partners is a firm comprised exclusively of leaders with decades of successful operating experience; CEO’s, CMO’s, CHRO’s, CRO’s and CTO’s. Integrating deep operating experience across Leadership Advisory Services ensures a powerful combination of wisdom, pedigree, and practicality, showing up every day at a client’s doorstep. The deep insight this enables allows our team to understand what the client needs which at times differs from that what they say they want! Our ability to advise, and counsel clients on their most complex challenges while delivering on human capital strategies in a transparent, efficient process designed around our clients’ specific needs is why clients return to and retain us.



What Sets Carpe Diem Global Partners Apart from Other Market Competitors?

“Solving for complexity, remaining accountable, with transparency and genuine collaboration, combined with speed through the process, while retaining the quality and values of what differentiates us in the market remain a daily focus for us as a global firm,” reveals Michael.

Likewise, Carpe Diem Global Partners’ commitment to excellence is evident right from the first interaction with their clients and candidates. Every aspect of the team’s work is focused on gaining deep insights in understanding what the clients need to solve their issues and challenges or deliver on the opportunities they are facing. Having a committed team, none with a recruiting

background, allows for peer discussions and debate with our clients leading to a far richer articulation of the job the client needs solved while facilitating greater insight into the relevant candidate profiles and or specific development areas.

Onwards & Upwards

Carpe Diem Global Partners continues to exceed the market, with strong demand across a broad spectrum of firms from Fortune 10’s to start-ups. Time and again, clients approach the firm and, more importantly, return to its services because they value the speed, quality, and excellence of delivery, matched by a partnership and realism that our team brings to each engagement. “Our strong, unique personalization approach ensures that each search is unique and tailored to the necessities of

CONSULTING SERVICES



Retained Executive Search

Retained Executive Search regional or global, Psychometrics, Executive Compensation, Talent Mapping.



Market Insights and Thought Leadership

Market and functional insights that help clients stay on top of the latest thinking and trends in their market.



Executive Development

C-suite Executive Coaching Practice, Measurement of High Potential Executives, 360 Performance Reviews, Accelerated Onboarding, Leadership Development, and Team Development



Diversity and Inclusive Advisory Services

Board and Organization Diversity and Inclusive assessments. Building Inclusive recruitment strategies for nominating committees and compensation committees.



Culture Building

Culture assessment, building, and transformation that create distinctive competitive advantages and enhance productivity & retention. Identifying competencies drivers. Organizational Development.



Global Talent Acquisition

Leading talent acquisition for leaders in developed and underdeveloped countries globally. Coordinating and aligning headquarters with local leadership across EMEA, LATAM and APAC.

OUR APPROACH

SPEED

Our “days to close” in the search process eclipse industry standards by over half. Our agility and proprietary process enables us to quickly identify key criteria, source and assess world class talent, and deliver the right fit for the team.

TRANSPARENCY

We believe our strategy and delivery process should be shared so we can be true partners with our clients. Clients have 24/7 access to services and dashboards to track our progress on a real-time basis. This creates more meaningful discussions as we solve our clients’ most complex problems.

SMART BUSINESS

Our executive search and consulting services are radically different from industry norms. We invest in technology and people, not overhead. Clients receive unfettered access to the our senior partners’ time, insights and training.

CHALLENGE THE STATUS QUO

We listen, learn, assess and solve a client’s most vital leadership challenges. Clients find we are structured, thorough, determined and creative. Our approach and culture enable us to partner with you in devising the most effective, personalized solution.

the client,” mentions Michael. Expansion of our services with a suite of solutions designed around the development of talent in areas such as market mapping, executive acquisition, assessments and benchmarking, psychometric testing, accelerated onboarding, retention programs, succession planning, team development, executive coaching, 360 feedback, high potential planning and development, 9-box talent review, board development, DE&I, culture building, change management, transformation, strategic planning, and advisory for strategic initiatives all leverage the strengths of our operational partners Our clients know this, which is why we are

generally their first call. Developing leadership to excel in all aspects is smart business, and smart businesses know that!

Leading Smart Business with Smarter Technology

Instead of using legacy technology along with its costly overhead structures, Carpe Diem Global Partners has invested in a smarter technology stack designed to optimize time and drive value throughout all aspects of the work while enabling transparency and real-time visibility. One of our founding principles is transparency, and as such all clients have direct access to the firm's technology whenever they want, can check the team's progress, and engage with them in real-time.

Fostering a Positive Work Culture

Transparency, trust, accountability, collaboration, empowerment, open and frank communications, and fostering a culture where all members are expected to have the ability and safety to challenge the process are evident

in everything we do. Moreover, Michael considers recognizing others, celebrating success, and acknowledging the effort and dedication of others are all important while continuously raising the bar. As an established, global firm, Carpe Diem's internal processes are well defined, structured, and mature but are always open for optimization and rationalization.

Marching Ahead Despite Challenges

As a leadership advisory firm, Carpe Diem Global Partners has to navigate through several market fluctuations and a constantly shifting industry landscape from time to time. Irrespective of these challenges, the firm's core principles of accountability, transparency, and genuine collaboration act as a guiding light and keeps the team deeply grounded, focused, and centred toward its mission.

Rejoicing the Milestones

For Michael, having had the privilege to work alongside exceptionally talented individuals



As a leadership advisory firm, Carpe Diem Global Partners has to navigate through several market fluctuations and a constantly shifting industry landscape from time to time

worldwide is a significant milestone in his career as a business leader. Being able to help shape their journey, see them realize their aspirations, and help them succeed in what's essential to them remains a highlight for him.

On the personal front, Michael considers seeing his children grow and become exceptional individuals in all they do as one of the most significant accomplishments he is extremely proud of.

Fuel for Thought

From a seasoned leader's perspective, Michael shares that hiring talent without developing them has always seemed intuitively strange

to him. When companies invest upfront in their new hires, their productivity is accelerated, perceptions and barriers are broken down, and clarity of engagement and purpose is achieved. If talent is a firm's greatest resource or asset, then nurturing that resource from the beginning of its time with the firm would seem to make perfect sense!

Future Plans

Moving forward, Carpe Diem Global Partners will remain open to new opportunities, challenge the status quo, and ensure to execute and deliver above its clients' and candidates' expectations. ■