

# A search finds candidates. A strategy finds the right *leader*.

We don't just find the right person. We stay with you — before, during and after placement — to ensure success.

EXECUTIVE SEARCH SOLUTIONS

LED BY MICHAEL FLOYD

CARRERA

ATTRACT . ENGAGE . DEVELOP

**The wrong executive doesn't fail quietly.**

**They fail loudly — through your team, your culture, your results.**

Your next executive appointment will either accelerate your business or set it back. There is no neutral outcome.

The difference between the two is rarely talent. It is process, rigour, and what happens in the six months after they walk through the door. Most businesses approach this decision with a process that is reactive, rushed, and built for volume — not for getting it right. At Carrera, we believe the quality of a hiring decision is determined entirely by the quality of the process behind it — and that process should not end at offer acceptance.

## OUR METHODOLOGY

### **Eight phases. One outcome: the right hire, set up to thrive.**

Every step in our executive search process is designed for a specific reason — to gather better information, reduce the risk of a wrong decision, and accelerate the success of your new leader. This is not a template. It is a methodology refined over 25 years and 400+ executive placements across Australia's most demanding consumer goods businesses.

#### **PHASE 01 CEO Briefing**

Deep-dive to understand strategic context, culture and key priorities for this appointment

#### **PHASE 03 Remuneration Benchmarking**

Independent current market data upfront ensures you never lose the right person to a number

#### **PHASE 05 Candidate Engagement**

Targeted outreach using 25+ years of network — specifically targeting passive candidates and hidden talent

#### **PHASE 07 Onboarding Design**

Co-created six-month milestone framework built before your new leader's first day

#### **PHASE 02 Peer Briefing Interviews**

Structured interviews with the senior leadership team — essential for understanding cultural fit

#### **PHASE 04 Market Mapping**

Comprehensive research to map the landscape of active and passive talent across competitors and adjacent sectors

#### **PHASE 06 Behavioural Assessment**

Validated assessment of the final two candidates with a full debrief and report for you and the candidate/s

#### **PHASE 08 Executive Coaching**

Six months of 1-1 executive coaching for the new hire and you as Manager

**25+**

Years experience

**88%**

Repeat clients or referrals

**96%**

Retention at 24 months

**6 months**

Post-placement coaching

**Michael Floyd**  
FOUNDER &  
MANAGING DIRECTOR



## The rare combination of leader, coach and search expert.

In 2002, Michael founded Carrera with a deliberate intention: to do executive search differently. After a career in general management with major consumer goods businesses, he had experienced first-hand what poor hiring processes cost a business - in time, in culture, and in results. He built Carrera to fix that.

Every search Michael leads is personal. He takes the brief, builds the market view, assesses the candidates, and stays with you through onboarding. No hand-offs. No junior consultants running the process behind the scenes. And because Michael is also an experienced executive coach, he brings a depth of candidate assessment that goes well beyond the CV — understanding not just who the right person is, but precisely what they will need to succeed in your business from day one.

Senior-led — Michael leads every search personally

Deep mid-market network built over 25+ years

Executive coaching embedded into the process

Backed by Carrera's broader talent management team

*“Having worked with Carrera several times, they are unequivocally our go-to for exceptional candidates. Their attention to detail, industry expertise, and commitment to understanding our unique needs make them stand out.”*

**James · CEO, Foodservice Company**

### THE ONBOARDING ADVANTAGE

## The appointment is not where our partnership ends.

Our search process is meticulous; our process ensures the right hire. But this is just the beginning. The six months that follow are where new executives either build lasting impact — or quietly start to struggle.

### Milestone Framework

A co-designed first 180-day plan covering stakeholder relationships, early goals and strategic contribution — built before day one.

### Executive Coaching

Monthly one-on-one coaching sessions with Michael for your new hire — navigating challenges and accelerating contribution.

### Manager Coaching

Regular structured coaching conversations with you as the reporting manager — surfacing concerns early before they become issues.

## Ready to find your *next great leader*?

Reach out to Michael to discuss your next executive hire, your timeline, and whether Carrera is the right partner for your next appointment.

### Michael Floyd

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