



Cornell University
ILR School



Advanced Certificate in Executive Search & Leadership Consulting

TAKE YOUR CAREER TO THE NEXT LEVEL.

Since 1959, AESC has set the standard for quality and ethics in executive search and leadership consulting across the globe. We strongly believe in investing in the future of the profession and our educational programs are designed to elevate professional standards.

AESC offers both online and in-person programs for those looking to advance their skills—at any stage in their career—in executive search, executive research, leadership consulting and client relationship management. Ensure you deliver long-term value for clients and your own organization. AESC educational programs are available for AESC members, nonmembers, and corporate recruitment teams.

Questions about customized solutions or want to learn which program best suits the professional development needs for you or your team? Email education@aesc.org.



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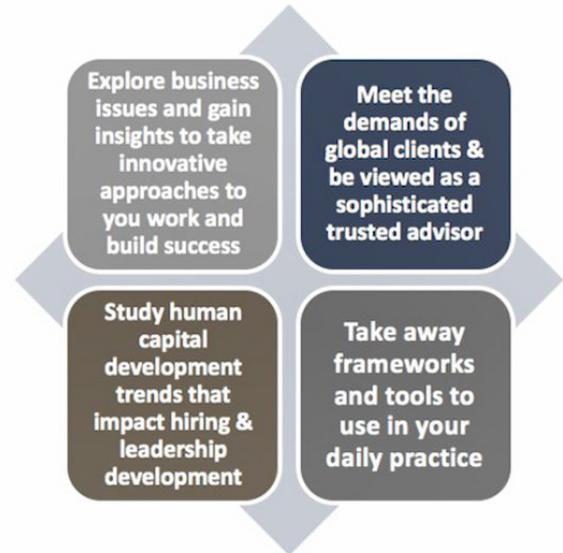
INCREASE YOUR IMPACT

This six month MBA-level virtual certificate program takes participants through a rigorous learning experience by applying cutting edge theory and industry best practices to their client assignments. In partnership with Cornell University's ILR School, the certificate program takes an integrated approach to teaching and will include virtual lectures, interactive learning, group activities and case studies.

The program is designed for professionals looking to further develop their skills and leverage their expertise to add greater value to their clients, firm and career.

You'll find in this brochure information [about the course](#), [testimonials](#), [frequently asked questions](#), and instructions on [how to enroll](#).

Curriculum Focus: Linking Theory and Practice



ELIGIBILITY

We strongly encourage those looking to advance in the in executive search and leadership advisory profession, sharpen their consulting skills to better leverage their industry expertise, or better understand the tools and frameworks in executive-level talent pursue this certificate.

This certificate is open to individuals working at a retained executive search firm or are part of an internal talent acquisition team that works on senior-level assignments. Individuals who work at a staffing agency or a firm that practices contingent search are ineligible to participate.

Collaborative discussions are an important component of the certificate program and to ensure the quality of each session, applicants must meet the minimum requirements:

- A minimum of **five years** in executive search and/or leadership consulting
- Practice **retained** executive search

Talent Management and Organizational Alignment



[APPLY NOW](#)

Contact Brian Glade at +1 212 398-9556 ext.226 or bglade@aesc.org.

ENTER INTO A TRULY GLOBAL CLASSROOM



COURSE TOPICS

ALIGNING HR TO BUSINESS STRATEGY

Learn how firms can create value in the eyes of their customers by reviewing their business proposition, customer needs, and packaging to identify innovative services and positioning that can give a competitive advantage.

BUSINESS STRATEGY AND MARKET POSITIONING

Consultants will share perspectives on diversity and inclusion and study examples of how leading organizations have made the shift to inclusion at organizational, managerial, and work group levels in an effort to fully engage employees, partners and customers to be more competitive globally.

DIVERSITY AND INCLUSION LEADERSHIP

Gain an understanding of how a firm manages its leadership pipeline and how talent is being managed and developed globally to quickly understand the primary approach that a company has adopted and how that may affect their options in the talent marketplace.

TALENT MANAGEMENT & SUCCESSION STRATEGY

Learn how executive assessment is typically used in leading firms, how those evaluations affect career progression, and the pitfalls to avoid when these processes are poorly handled. Popular assessment options will be examined to determine how they could be weighed by the client firm and how to interpret results fairly.

EXECUTIVE ASSESSMENTS AND SELECTION

Learn some of the most successful frameworks and practices for complex, multi-party negotiations to arrive at successful outcomes by understanding how to balance often competing goals with integrity and insight. Engage in learning exercises that will yield valuable insights to apply in everyday practice.

NEGOTIATION TOOLS AND TECHNIQUES

Gain insights to the trust-building behaviors that foster deep personal engagement between the consultant and the client by developing an empathetic understanding of the client's interests and how to serve them to deepen and expand the relationship.

EXECUTIVE COMPENSATION & TOTAL REWARDS

Learn how to have collaborative conversations that create mutual understanding and productive engagement. Enhance dialogue skills to strengthen rapport, increase the collaborative nature of interactions, and produce high impact results.

BECOMING A TRUSTED ADVISOR

Learn key considerations pertaining to total rewards, and provide a framework to understand an executive compensation package, negotiating points, and opportunities to analyze marketplace alternatives.

TRANSFORMATIVE LEADERSHIP: BUILDING PERSONAL LEADERSHIP CAPABILITY

Learn key considerations pertaining to total rewards, and provide a framework to understand an executive compensation package, negotiating points, and opportunities to analyze marketplace alternatives.

LEADERSHIP CONSULTING

Learn key considerations pertaining to total rewards, and provide a framework to understand an executive compensation package, negotiating points, and opportunities to analyze marketplace alternatives.

WHAT ALUMNI ARE SAYING

- “A unique opportunity to step out of the day to day cycle of consulting and to reflect on how our profession operates in the company of an immensely talented group of peers from around the world.”
- “I am much closer to my clients. I work hard to build strategic relationships with the board and executive team to understand their businesses and challenges. This has assisted me and my team to find the best possible talent to help achieve their future business objectives.”
- “Encourages seasoned consulting professionals to revisit their approaches to business development, client counseling, board development, and candidate assessment.”
- “The Cornell-AESC Advanced Certificate in Executive Search and Leadership Consulting program was a valuable part of my development as a search consultant and one that I would recommend to others in the field. The topics were both relevant and tangential to business issues that I regularly confront, and the instructors bring a good balance of real world experience and teaching capability to the program. Having a chance to interact with an engaged peer group that represented a broad spectrum of experiences and cultures was particularly valuable.” - John Sparrow, Director, BoardWalk Consulting.

FREQUENTLY ASKED QUESTIONS

WHAT IS NEW FOR THE PROGRAM?

The 2019 program will feature a greater focus on leadership consulting, offering participants in-depth insights and actionable practices to expand or strengthen their leadership consulting services.

HOW IS THE CONTENT DELIVERED?

The program is delivered over six months enabling consultants the ability to balance their studies and work commitments. Individual courses will be offered each month in a **live virtual format** using Adobe Connect, allowing for chat and live discussions with faculty and peers. The live sessions will require a 4 hour time commitment and you should expect to spend another 2-3 hours a month on self-study that will include readings and assignments. *A reliable wired internet connection and a computer with speakers is required.*

WHO WILL BE TEACHING THE COURSES?

ILR has one of the largest HR faculties in the world, with broad expertise that spans the human resources field. Course work will be taught by full-time faculty. Visit aesc.org/cornell for more faculty information.

WHAT TYPE OF CREDENTIAL WILL I RECEIVE?

You must complete the program requirements in order to earn a certificate from AESC and Cornell ILR School.

WHAT HAPPENS IF I'M UNABLE TO ATTEND A SESSION?

You should make every effort to attend the live virtual sessions since this is the best way to stay engaged and participate in the group discussions. However, in the event that you cannot attend due to a conflict, **the sessions will be recorded**, and you will have the ability to view them beginning a day after the live virtual event.

HOW MUCH INTERACTION WILL THERE BE WITH THE FACULTY & OTHER PARTICIPANTS?

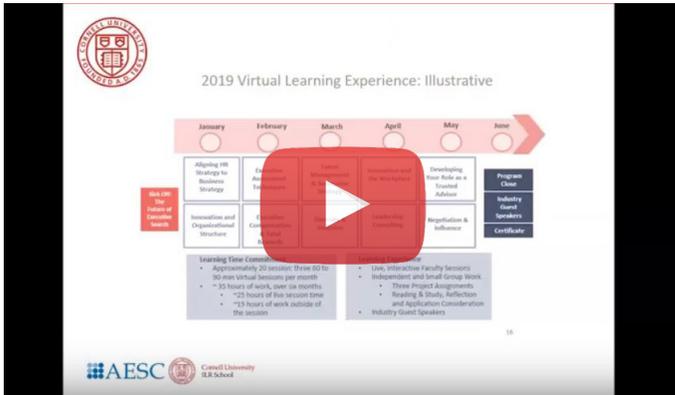
During each class session you will have the opportunity to chat with faculty virtually and to interact with other participants. In addition to the live chat functionality you will also be asked to participate in online discussion forums. Throughout the program there will be other opportunities to work in groups and to collaborate with colleagues offline.

[APPLY NOW](#)

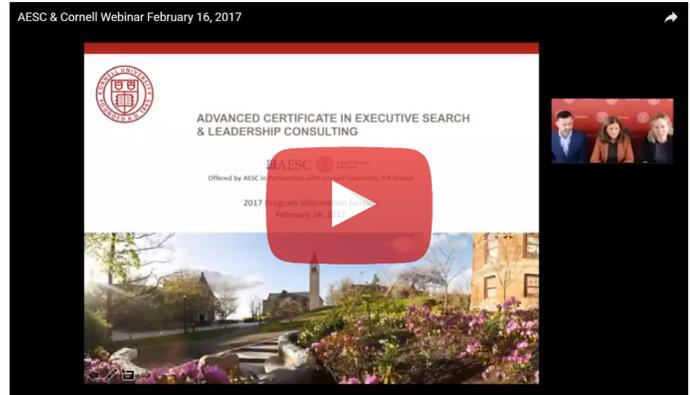
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ADDITIONAL RESOURCES

Adding Value to Client Relationships & Your Career



AESC & Cornell Webinar



APPLY NOW TO STAY AHEAD OF THE COMPETITION

WEBSITE

Complete the application form at aesc.org/cornell
AESC will review your application and reach out with more information.

PRICING

AESC Member: \$7,000 Early Bird • \$7,500 Standard
Nonmember: \$8,000 Early Bird • \$8,500 Standard
AESC Member Group Rate (2 or more from the same firm or network): \$7,000
Nonmember Group Rate (2 or more from the same firm or network): \$8,000

DATES

Early Bird deadline: September 15 • Registration deadline: November 30

CONTACT

Brian J. Glade, Managing Director, AESC
Gwyneth L. Dobson, Director, Human Capital Development, Cornell University ILR School

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