



Cornell University
ILR School



ADVANCED CERTIFICATE IN EXECUTIVE SEARCH & LEADERSHIP CONSULTING

WHAT AESC MEMBERS ARE SAYING ABOUT THE CORNELL PROGRAM:

"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."

REGISTRATION INFORMATION

The curriculum combines cutting-edge theory with industry best practices to respond to the growing sophistication of the consulting role and demands of global clients.

Tuition is \$7,500 per participant for the 6-month program and includes all course materials. Early bird discounts are available. Group discounts can be applied to groups of two or more.

www.aesc.org/cornell

For questions please contact Brian Glade, AESC Program Director, at +1 212 398-9556 ext.226 or bglade@aesc.org.

On behalf of Cornell University's ILR School, I would like to extend a personal invitation to you and your colleagues to enroll in the newly designed Advanced Certificate in Executive Search & Leadership Consulting. The program format is now being offered virtually to reach a broader global audience – it expands on the success of the 2016 virtual program and weeklong program previously offered only in the U.S.

WHOSHOULDCONSIDERPARTICIPATINGTHEPROGRAM?

Exclusively designed for consultants with 10 or more years' experience, allowing for peer-to-peer collaboration in an executive-style learning environment.

HOW IS THE PROGRAM STRUCTURED?

Coursework is paced over 6 months enabling consultants the ability to balance their studies and work commitments. Participants attend the lectures live, in virtual sessions using Adobe Connect, allowing for chat and live discussions with faculty and peers.

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 www.aesc.org/cornell for more faculty information.

Registration is now open at www.aesc.org/cornell.

Gwyneth L. Dobson
Director, Human Capital Development
Cornell University ILR School

Brian J. Glade
Managing Director
AESC

WHAT AESC MEMBERS ARE SAYING ABOUT THE CORNELL PROGRAM:

"Encourages seasoned consulting professionals to revisit their approaches to business development, client counseling, board development, and candidate assessment."

COURSE TOPICS

BUSINESS STRATEGY & MARKET POSITIONING

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.

DIVERSITY & INCLUSION LEADERSHIP

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.

TALENT MANAGEMENT & SUCCESSION STRATEGY

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.

EXECUTIVE ASSESSMENT TECHNIQUES

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.

NEGOTIATIONS & INFLUENCE

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.

BUILDING TRUST IN CLIENT RELATIONSHIPS

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.

COLLABORATIVE CONVERSATIONS

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.

EXECUTIVE COMPENSATION & TOTAL REWARDS

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.

COURSE TIMELINE AND TOPICS

