



Learning & Development

**EMPOWERING THE LEARNERS
BEHIND THE LEADERS**





AES

Learning & Development Programs

AESC Signature Programs

AESC offers a variety of programs for professionals of every level. Enroll in a signature program today to access training specifically designed for the executive search and leadership consulting profession.

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On-Demand Learning

Develop a new set of skills and differentiate your practice on your own time with these self-paced, online learning courses.

Digital Body Language 08



Executive Talent Essentials: Advanced Executive Selection Strategies



A NEW Limited Series from AESC | Cornell University ILR School

The competition for executive talent is fierce, and staying ahead means adapting to evolving needs and rising expectations. Explore the latest research in executive selection strategy, backed by practical application, in this new, limited series from AESC and Cornell University's ILR School



What will you learn?

The program will feature the following topics:

- Understanding Key Business Drivers for Talent Acquisition
- Influencing Hiring Decisions
- Managing the Client/ Candidate Experience
- Team Working Session and Report Out

Who is this program for?

The curriculum is designed for experienced professionals looking to elevate their practice and stay at the forefront of the executive search and leadership consulting field, while also welcoming motivated newcomers eager to build a strong foundation in an executive talent acquisition career.



EXECUTIVE SEARCH CONSULTANTS



IN-HOUSE TALENT ACQUISITION PROFESSIONALS



LEADERSHIP ADVISORS AND COACHES



HR BUSINESS PARTNERS



ORGANIZATIONAL DEVELOPMENT SPECIALISTS

How does this program differ from the Advanced Certificate in Executive Talent?

This new program offers a focused, cost-effective alternative to the Advanced Certificate in Executive Talent. While the full Advanced Certificate explores a broad range of topics, Executive Talent Essentials hones in on a single critical area, delivering targeted insights and practical strategies you can apply immediately.

Designed for busy professionals, it provides the same level of expert instruction and actionable value, but with a more streamlined format and a fraction of the time and financial investment. Whether you're looking for a deep dive into a specific subject or an accessible way to enhance your expertise, this program delivers maximum impact with efficiency and convenience.

[Next Steps](#)

[Download the
Agenda](#)

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Today](#)

AESC's Proactive Selling for Executive Search Consultants



Refine Your Sales Approach to Consistently Grow Your Business

In executive search and leadership advisory, the ability to proactively sell services while building trusted client relationships is what sets us apart and propels us forward. This program empowers consultants, business developers, partners, and client-forward team members with the mindset, techniques, and tools to confidently engage clients across the full sales lifecycle.



What will you learn?

The program will feature the following topics:

- Proactive Sales Mindset & Pipeline Development
- Stakeholder Engagement & Initial Outreach
- Consultative Selling & Value Creation
- Strategic Negotiation & Relationship Growth

Who is this program for?

This program is designed for consultants, emerging business developers, partners, and client-facing team members who are looking to develop the mindset, tools, and techniques to deepen relationships and confidently sell across the full client lifecycle, from prospecting to negotiation.



EXECUTIVE SEARCH CONSULTANTS



IN-HOUSE TALENT ACQUISITION PROFESSIONALS



LEADERSHIP ADVISORS AND COACHES



EXECUTIVE SELECTION BUSINESS LEADERS



ORGANIZATIONAL DEVELOPMENT SPECIALISTS

What do you get?

Upon completion of the program, participants will receive:

- ✓ A certificate and LinkedIn badge to showcase completion of this industry recognized credential.
- ✓ A dynamic, client-first sales mindset backed by real-world examples and use cases.
- ✓ Tools to elevate your client relationships, using proven strategies to build trust and influence.
- ✓ Techniques to strategically manage stakeholders.
- ✓ A personalized sales action plan, tailored to your market, clients, and personal goals.

Interested in a dedicated session for your team? Contact us.

Next Steps

View the Course
Modules

⋮

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Connect with
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Earn an AESC
Certificate



Up to 15
Hours



Virtually Facilitated
Live Sessions



AESC Certificate in Executive Research

Learn How to Find the Best Executive Talent



What will you learn?

In this virtual, interactive program, you will engage with the following topics:

- Introduction to Executive Search
- Tools for Executive Researchers
- Effective Search Strategies
- Referral Sourcing
- Pitching Your Search
- Interviewing and Qualifying Candidates
- Due Diligence and Legislative Issues

Who is this program for?

This program is ideal for anyone looking to gain a solid foundation of the executive research profession, including:



Researchers looking to identify and master the key competencies for every assignment.



Team leaders looking to provide industry-specific professional development opportunities.



Associates who wish to deliver quality work and always add value.



In-house talent recruiters interested in updating their everyday approaches.



Analysts that generate shortlists of candidates and referral sources.



Talent acquisition managers seeking unique solutions to common challenges.

What do you get?

Upon completion of the program, participants will receive:

- ✓ A certificate and LinkedIn badge to showcase completion of this industry recognized credential.
- ✓ Increased visibility across AESC's digital channels as a CER graduate.
- ✓ Access to exclusive program materials including an Expert Forum workbook.
- ✓ Resources to aid in everyday executive research tasks.
- ✓ A personalized grading report with areas of strength and places for improvement.

Customized offer available for teams of 12+. [Learn more.](#)

Next Steps

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Case Study

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90-Minute
Workshops



Offered Year-Round
at Various Time Zones

AESC Executive Search Advantage Workshop Series



Hone Your Executive Search Skills with Topic-Specific Workshops



The AESC Executive Search Advantage Workshop Series is designed to tackle the latest trends facing executive search, leadership advisory, and talent acquisition professionals. The 2025 series will equip participants with the skills to manage multiple searches, collaborate effectively across teams and leaders, enhance efficiency on complex projects, and confidently integrate AI and emerging technologies to streamline workflows and drive better outcomes.

The 2025 Workshop Series featured the following topics:



The Search Efficiency Playbook: AI Strategies for Managing Multiple Searches Without Burnout

Join AESC to discover practical strategies to streamline workflows, prioritize competing demands, and use AI tools to automate repetitive tasks and enhance decision-making.



Search Success Starts with Communication: Managing Stakeholders, Building Trust, and Prioritizing with AI

Learn to communicate effectively, build trust, and prioritize tasks in executive search, all while integrating artificial intelligence and upholding ethical and legal standards in a rapidly evolving talent landscape.



Navigating Complexity in Executive Search: Managing Expectations, Overcoming Challenges, and Adapting with AI

Discover strategies to handle challenges, manage expectations across teams and clients, and adapt proactively to changing priorities in order to drive successful executive search outcomes



Who is this program for?

The 2025 workshop series is designed to empower **early-career professionals in executive search and talent acquisition**, making them ideal for executive researchers, associates, coordinators, specialists, executive recruiters, or senior-level professionals new to the industry.

What do you get?

Upon attendance of the entire AESC workshop series, you'll get:

- ✓ Examples of how to develop a search management plan.
- ✓ A list of tools and technologies to streamline research, communication, and candidate
- ✓ Problem-solving strategies to navigate complex situations.
- ✓ Prioritization strategies to manage multiple searches effectively.
- ✓ Tried-and-true communication strategies that demonstrate exceptional care for all search stakeholders.

Next Steps

View Upcoming
Workshop Schedule

⋮

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17 Hours
of Content



Self-Paced
Online Learning

The AESC Client Advisor Masterclass Series by Andrew Sobel



Build and Sustain Strong Client Relationships by Andrew Sobel

What will you learn?

Client relationships are more important than ever—but they're also harder to build and sustain. Join Andrew Sobel, the leading authority on the strategies and skills required to build lifetime client loyalty, to earn a Client Advisor Certificate. Throughout this program, you will learn to:



- ✓ Position yourself as a client advisor to senior executives, rather than as an expert for hire.
- ✓ Deepen, broaden, and grow your existing client relationships.
- ✓ Acquire more new clients using a powerful client development process tailored for professional services.
- ✓ Access the C-suite and become a “person of interest” to top decision makers.

Who is this program for?

This program is for individuals or teams who are looking to develop trusted client relationships and grow their revenue.



Consultants who want to take their domain expertise from expert for hire to the level of **trusted advisor**.



Early career consultants who want to **build a strong client base**.



Firm leaders who want to take their team's business development capabilities to the next level through long-term **client enrichment** and **expansion**.



Industry leaders looking to enhance their **client relationship strategies**.

What do you get?

In addition to an exclusive discount, registrants will receive:

- Access to 12 masterclasses, providing 17 hours of intensive learning, including 92 multimedia video lessons taught by Andrew.
- Nearly 100 additional unique supporting learning resources only available with this course. Each masterclass contains multimedia video lessons, reflection exercises, an application worksheet, a best-practice checklist, review slides, and a quiz.
- 18 months of access to the masterclass course site.
- The Client Advisor Certificate upon completion of all 12 masterclasses.
- BONUS: Individuals who purchase this AESC course will receive a 26-email series of weekly tip cards, including one-minute recorded “learning nudges” from Andrew!

Next Steps

Download
One-Pager



Enroll
Today



Flexible, Online
Learning



Up to 3
Hours

Improve Your Digital Body Language



Build a Culture of Trust in a Hybrid World

What will you learn?

Improve Your Digital Body Language is designed to help you master and decode digital communications to help you stand out in the office and cultivate game-changing performance. Supported by extensive research and enforced through honest stories from CEOs of leading companies, this course teaches real ways to supercharge collaboration in our digital world to achieve career success.



Who is this program for?

This course is designed for anyone who engages in hybrid communication – so, basically everyone. Both individuals and teams can benefit from the discussions and methods shared in this course. If digital communication has ever caused you anxiety, or if you've ever experienced a digital misunderstanding, this course is for you.

What do you get?

This course consists of:

- ✓ Over ten video modules.
- ✓ A downloadable Digital Body Language Style Guide, which includes Team Exercises, a Foundational Guide, and a Team Quiz.

Your enrollment includes lifetime access to the course, so you can take the course and come back to it at any time.

**Next
Steps**


Download Our
One-Pager



**Enroll
Today**



Questions? Connect
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Solutions for Individuals - AESC Signature Programs

Executive Talent Essentials: Advanced Executive Selection Strategies	AESC MEMBERS	\$1,250 USD
	CAHRS MEMBERS	\$1,500 USD
	NONMEMBERS	\$1,800 USD
AESC's Proactive Selling for Executive Search Consultants	MEMBERS	\$995 USD
	NONMEMBERS	\$1,595 USD
Certificate in Executive Research (CER)	MEMBERS	\$675 USD
	NONMEMBERS	\$975 USD
AESC Executive Research Workshop	MEMBERS - SINGLE	\$150 USD
	MEMBERS - BUNDLE	\$360 USD
	NONMEMBERS - SINGLE	\$240 USD
	NONMEMBERS - BUNDLE	\$600 USD
AESC Client Advisor Masterclass Series by Andrew Sobel	MEMBERS	\$799 USD
	NONMEMBERS	\$949 USD

Solutions for Individuals - On-Demand Learning

Digital Body Language	MEMBERS	\$170 USD
	NONMEMBERS	\$197 USD



Learning & Development Policies / Frequently Asked Questions

Questions about a specific program? Visit the program webpage for program-specific frequently asked questions.

? HOW DO I REGISTER FOR AN AESC L&D PROGRAM?

Register today for our AESC Signature Programs and On-Demand Offerings! Registration is available on each program webpage.

Tell Me More

*If you are interested in a **group offering** or **customized firm solution**, contact learndev@aesc.org.*

*If you are interested in **multiple AESC programs**, [complete this form](#) and a member of our team will be in contact with you.*

? I WANT TO REGISTER FOR MULTIPLE PROGRAMS. ARE DISCOUNTS AVAILABLE?

AESC can help you build a year of learning that includes several of our programs. To learn more about offers for multiple programs, connect with AESC.

Tell Me More

? I WANT TO REGISTER MY TEAM FOR AN AESC PROGRAM. ARE THERE DISCOUNTS AVAILABLE? CAN WE CUSTOMIZE A SESSION FOR MY GROUP?

AESC offers group rates for many of our programs. Contact learndev@aesc.org for more information.

Tell Me More

? I HAVE QUESTIONS ABOUT THE AESC EDUCATION PROGRAMS. WHO IS THE BEST CONTACT?

Learndev@aesc.org is here to answer your questions!

? I'M INTERESTED IN TRAINING OTHER THAN WHAT IS OFFERED HERE. ARE THERE CUSTOM OPTIONS AVAILABLE?

AESC is committed to providing training opportunities for executive search and leadership professionals at every level in their career. If you are interested in a custom option, contact learndev@aesc.org.

**View AESC's Learning & Development
Program Policies**