



The Association of Executive Search
and Leadership Consultants

YOUR INVITATION TO JOIN AESC

Learn about the benefits
of AESC membership.
Discover “**Why AESC?**”

AESC is the professional association
that represents executive search and
leadership consulting firms worldwide.
Established in 1959, its headquarters
are located in New York City with a
European office in Brussels and an
Asia Pacific office in Hong Kong.

www.aesc.org



A Best-in-Class Professional Association

WELCOME FROM THE AESC CEO



Thank you for your interest in AESC.

AESC members comprise a group of distinguished executive search and leadership consulting firms worldwide. All members commit to the highest standards of excellence as outlined in the AESC Code of Professional Practice. AESC members range in size from boutique firms to large global firms and networks.

Selection into AESC membership is the only form of best-in-class accreditation that exists for executive search and leadership consulting firms. Client organizations worldwide appreciate a formal commitment to AESC standards, which provides a sense of trust and integrity.

We appreciate your interest in learning more about AESC. We hope to soon have the opportunity to welcome you into AESC membership.

Karen Greenbaum
AESC President and CEO

OUR CODE OF PROFESSIONAL PRACTICE

Members of the Association of Executive Search and Leadership Consultants are committed to the highest professional practices, acting in the best interests of their clients, candidates, the community-at-large, and our profession.

INTEGRITY

AESC members conduct themselves and their business activities with absolute integrity and are at all times open, honest, and worthy of trust.

EXCELLENCE

AESC members focus on their clients' unique business needs, providing high quality service and using rigorous, results-focused methodologies.

OBJECTIVITY

AESC members serve as trusted advisors, exercising independent, objective judgment.

DIVERSITY & INCLUSION

AESC members value diverse leadership. They identify the most qualified talent by searching and assessing without bias.

CONFIDENTIALITY

AESC members always respect any confidential information entrusted to them by clients and candidates.

AVOIDING CONFLICTS OF INTEREST

AESC members avoid conflicts of interest with clients and candidates. Where a potential conflict may exist, members disclose and resolve those conflicts.



OUR MISSION

Why we exist

AESC is the voice of excellence for the executive search and leadership consulting profession worldwide. The AESC seal represents quality and integrity.

OUR PROMISE

What we do to serve our members

To achieve our mission we have identified four areas that frame what we do to serve our members, and, in turn, other key stakeholders:

EXCELLENCE

Foster a commitment to the highest professional standards. Ensure that the client community worldwide recognizes AESC membership as the “gold seal” of excellence. Provide tools, resources and best practice guidelines focused on enhancing our members’ business success.

INSIGHTS

Be the “go-to” source for knowledge and insights that inform our members and the clients they serve. Provide continuing education for our members at all stages of their career.

COMMUNITY

Create forums where members and, at times, the client community engage for learning, thought leadership and exposure to innovative ideas.

REPRESENTATION

Represent our profession on best practices, legal issues and public policy matters that impact the way our members serve their clients.



MEMBER BENEFITS

STAND OUT IN THE MARKETPLACE

Showcase to prospective clients your commitment to the highest professional standards worldwide with the AESC membership “gold seal” of excellence. Actively inform and shape best practice guidelines that can enhance your business success and elevate the profession.

- AESC Gold Seal: Official Commitment to AESC Standards & Code of Professional Practice
- Best Practices for AESC Members
- Inclusion in AESC Member Directory accessible to clients globally

BUILD ALLIANCES FOR BUSINESS SUCCESS

Participate in forums for learning and thought leadership. Gain valuable connections to the client and candidate communities. Take advantage of exclusive AESC partnerships to help you run your business. Leverage your contacts at AESC at any time to help you with business counsel and opportunities.

- Global conference for executive search and leadership consulting professionals*
- Regional events & meetings*
- Peer knowledge exchange forums: CEO Forum, CMO Forum, General Counsel Forum, Boutique and Independent Firm Forum
- Inclusion in AESC Member Directory, accessible to clients globally
- Access the exclusive BlueSteps candidate database for AESC members only
- Exclusive pricing on services such as executive search software, background checking, independent research, candidate assessment, and more
- Concierge service: Leverage your AESC contacts for counsel and assistance when you need it

** Additional fees may apply*



MEMBER BENEFITS

IMPACT THE PROFESSION

Leverage the AESC voice of the profession through advocacy and representation on best practices, legal issues, and public policy matters that impact the way you operate your business and serve your clients.

- Advance the profession through AESC forums, committees and councils
- Best Practices for AESC Members
- Receive government and regulatory news briefs
- Support diverse leadership: AESC is a member of the 30% Club, and partners with various organizations supporting diversity in leadership

STAY INFORMED AND AHEAD OF THE COMPETITION

Participate in forums for learning and thought leadership. Gain valuable connections to the client and candidate communities. Take advantage of exclusive AESC partnerships to help you run your business. Leverage your contacts at AESC at any time to help you with business counsel and opportunities.

Access news and reports that can impact your business performance. Take advantage of continuing education structured to provide a competitive advantage in the marketplace.

- Researcher training and certification*
- Certificate in Client Relationship Management with Andrew Sobel*
- Exclusive MBA-level Advanced Certificate Program in Executive Search and Leadership Consulting in partnership with the Cornell University ILR School*
- AESC Research: quarterly industry data and professional trend reports
- Benchmarking reports: Equity and Compensation data
- SearchWire: Weekly professional news bulletin
- *Executive Talent*: AESC's e-magazine: articles on critical trends and issues impacting global executive talent
- AESC webinars on topics including Technology, Diversity and more

** Additional fees may apply*



LEGISLATION, COMPLIANCE & ADVOCACY

As an AESC member, your firm will have the opportunity to engage in forums and access resources on legislative and regulatory measures that impact executive search and leadership consulting firms, including a members-only Government & Legal Affairs web portal with timely content on issues from Data Privacy & Protection to Anti Discrimination & Background Checking.

GOVERNMENT & LEGAL AFFAIRS COMMITTEE

AESC's Government & Legal Affairs Committee monitors and advises members on legislative and regulatory policy issues that impact our membership and the profession. Recent issues addressed have included:

- Data privacy and cloud-based security
- Procurement-driven negotiations
- Best practices to avoid discriminatory behaviors
- Enterprise risk management and cybersecurity
- Best practices for background checks and candidate due diligence
- Licensing requirements around the world
- Professional practice standards, including off-limit restrictions and evergreen limits for successful candidates
- US Fair Labor Standards Act

ADVOCACY FOR THE PROFESSION

In some emerging economies, executive search and leadership consulting is still not fully accepted by the client community as a legitimate and important professional service in the modern economy. AESC, through the involvement of its members in these markets, is striving to ensure that executive search and leadership consulting becomes recognized as a valued service globally.



AESC NEWS & PUBLICATIONS

As the voice of excellence for executive search and leadership consulting worldwide, your AESC membership will provide your firm with up-to-the minute industry news and trends, as well as the latest research and best practices for executive search and leadership consulting firms. Your firm will be able to promote your firm's own news and accomplishments via AESC's communication channels, including the AESC website and SearchWire, AESC's industry news weekly.

SEARCHWIRE

AESC's weekly newswire features news about the global search and leadership consulting profession, specific news about AESC member firms, as well as management news and trends in executive talent.

EXECUTIVE TALENT

AESC produces an e-magazine for its membership and the client community, with three issues per year. AESC members are often interviewed for articles that probe into timely issues impacting executive talent acquisition, retention and development, as well as trends influencing global leadership. Each issue also links to the full directory of AESC members.

RESEARCH

AESC publishes quarterly reports on the global executive search and leadership consulting industry, as well as an extended annual report, collected from a consistent sample of AESC member firms and representing the activity of search and leadership consultants throughout the world. AESC regularly surveys AESC member firms, HR leaders and senior executives to generate trend information and best practices that is shared with the global media.



AESC MEMBERSHIP CRITERIA & PROCESS

MEMBERSHIP CRITERIA

AESC members are best-in-class executive search and leadership advisory firms worldwide. A prospective member must meet the following criteria:

1. Provide retained executive search services to clients on an exclusive, advisory basis.
2. Comply with AESC Code of Professional Practice and AESC Standards of Excellence.

MEMBERSHIP CLASSES

1. Global Membership: Qualified executive search firms with offices in all three regions (Americas, Europe, Asia Pacific & Middle East)
2. Regional Membership: Qualified executive search firms with offices in one region.

MEMBERSHIP APPLICATION PROCESS

A prospective member must:

1. Complete an application form. To request an application, please contact your AESC Regional Director as listed below. Information disclosed in the application form is kept confidential with the AESC.
2. Provide names of two references from consultants in two other AESC member firms who will serve as sponsors. AESC will contact sponsors and ask for letters of recommendation.
3. Provide client references. AESC will contact two clients.
4. Participate in a site visit. A member of the appropriate AESC Regional Council will visit the offices of the prospective member firm to verify the firm's compliance with membership criteria.
5. Council Review. The appropriate AESC Regional Council will review the completed application.

COMPLETED APPLICATIONS

Completed applications should be emailed to your AESC regional representative as indicated below:

Global | Brian J. Glade | bglade@aesc.org

Americas | Brian J. Glade | bglade@aesc.org

Asia Pacific & Middle East | Patrick Rooney | prooney@aesc.org

Europe & Africa | Clare Mahon | cmahon@aesc.org