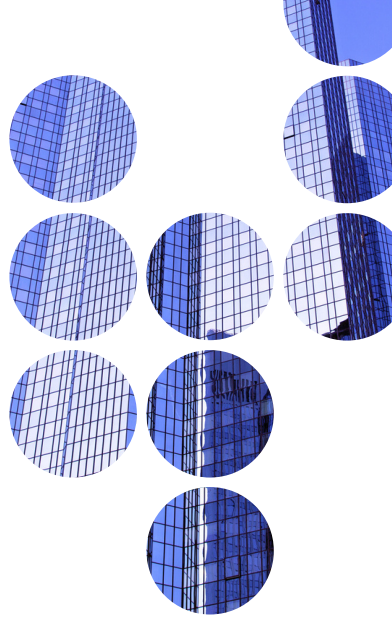


AESC | Cornell

Advanced Certificate in **Executive Talent**

This case study is based on interviews with past participants of AESC's Advanced Certificate in Executive Talent. Participants actively work with organizations – as retained executive search & leadership consultants or in-house house talent acquisition specialists – on the most critical executive talent assignments, strengthening the leadership capabilities of organizations worldwide.

Their feedback highlights the program's impact on career development and uncovers the positive influence the program has on the participants' day-to-day work, firm and team, and clients.



Program by the Numbers



186
Participants



41
Countries



115
Firms

Enhancing Leadership Skills, Fostering Connections and Strengthening Client Relationships

The AESC | Cornell Advanced Certificate in Executive Talent is the only program specifically tailored for experienced professionals who work to attract, retain and develop the most senior executives.



"It's so great to hear how discussions are had in different locations [and sectors]. We're all in search or leadership consulting, whether it be kind of external or in-house, but the discussions can be very different. It was very interesting for me personally to see how different DEI is covered and handled in different locations."

Pilar Brogeras

Stanton Chase, Mexico

CAREER ADVANCEMENT

Participants strengthen their leadership capabilities, enabling them to better lead within their organization, manage executive transitions and influence hiring decisions for clients, and become trusted advisors.



"With the skills and the insights and the cutting edge executive search information that the AESC gave me, that was exactly what I needed at the time I needed it at the time for me to grow and really flourish in this new career."

David Turner

Kincannon & Reed, United States

NETWORK AND PERSPECTIVE EXPANSION

Each cohort is comprised of a global group of peers, providing an experience of camaraderie and a global perspective on the latest trends and strategies. Participants gain diverse perspectives on real-world application from other countries, cultures and peers with varied professional backgrounds ranging from function, industry and sector specialists to inhouse or generalists.



"It's so great to hear how discussions are had in different locations [and sectors]. We're all in search or leadership consulting, but the discussions can be very different. It was very interesting for me personally to see how different DEI is covered and handled in different areas."

Katie Brunt

Fowler Fox & Co. / AltoPartners, Hong Kong

Outcomes

LEARNING

Designed in partnership with Cornell University ILR School, the course blends academia, industry perspectives, the latest research and practical application for a collaborative professional development experience like no other. Throughout the four-month program, participants attend live, virtual classes led by Cornell faculty and leading industry experts.



"AESC'S program with Cornell University gave me tangible takeaways and insights around the subject of diversity, equity, and inclusion. [It also helped me] develop strategies and key takeaways on how to help my clients build out DEI strategies within the workplace."

Tonya Muse

Heidrick & Struggles, United States



CLIENT VALUE ADD

Each session offers actionable insights to participants, who then pass the value onto their clients in the form of relationship building, DEI or ESG strategies, leadership development, assessments, and transition and pipeline management. Topics are reviewed on an annual basis to ensure participants gain insight on the most pressing challenges and opportunities in the talent landscape.



"I'm able to apply [the Certificate in Executive Talent] when I'm having conversations with clients, when I'm putting together contracts for our clients and our prospective clients, and really understanding what the industry standards are for our profession."

Emily Plahanski

Stanton Chase, United States





"This program feeds your brain with new things that are happening in the market. The [content and] topics are helpful because [you can use them when working with clients] to come across more professional [and knowledgeable] than you already are with your clients and with your candidates and that is definitely an added value."

Ignacio Lucini

General Motors, United States

Past Participant Job Titles

- CEO
- Consultant
- Director – Executive Recruitment
- Director and Head of Research
- Director of Recruitment Operations
- Director
- Executive Consultant
- Executive Search Consultant
- Executive Vice President
- Founding Partner
- Global Head, Executive Talent Acquisition
- Head Executive Recruitment Global Talent Acquisition
- Managing Consultant
- Managing Director
- Managing Partner
- Partner
- President
- Principal
- Senior Associate
- Senior Director, Strategic Sourcing
- Senior Sales Executive
- SVP
- Vice President of Talent Acquisition

Past Participant Organizations



August Leadership



De Saily Consulting Ptey Ltd



HEIDRICK & STRUGGLES



JOHNSON PARTNERS



KOHLER.



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