



Achieve More with Cornerstone

Cornerstone International Group



Cornerstone International Group

Delivers high-quality, precisely targeted, global services in

- Executive Search
- Executive Coaching
- CEO Advisory

We also deliver specialized solutions in Project Recruitment, Specialist Search & Client Specific Recruitment Solutions

Who We Are



- **GLOBAL PARTNERS**
in some 40 countries, 70 offices
- **COMMITTED CONSULTANTS**
who are equity partners locally and with deep regional knowledge and expertise
- **BEST PRACTICES**
lessons learned & shared across six continents
- **STABLE STRUCTURE**
25+ years of services

What we deliver



We help you

- Recruit a winning leadership team
- Develop higher-value performance goals through various '*Achieve More with Cornerstone*' programs of :
 - 1) Developing star performers by structured coaching locally and globally
 - 2) CEO advisory services to improve effectiveness of your CEOs in their local countries through peer mentoring & advisory

What we bring



We offer you

- **Quality and commitment**
 - Global Top-10 firm, local leadership
- **Expertise**
 - Senior, long-tenured consultants
- **Diversification**
 - Broad experience in industries, functions
- **Adaptability**
 - Clients from Fortune 1000 to local Champions
- **Simplicity**
 - Single window contact for multinational mandate

What drives us



Our values

- **Excellence**
 - We pursue excellence in everything we do
- **Professionalism**
 - Highly qualified consultants, proprietary technology
- **Trust**
 - Over 90% of our clientele are repeat or referred
- **Integrity**
 - Our reputation depends totally on your satisfaction
- **Respect**
 - Our equity partners locally are widely respected in their communities

'Achieve More with Cornerstone'

Where We Help Most



Three core services

Retained Executive Search

- Finding the right talent for the job and the firm

Executive Coaching

- Helping you build a leadership team

CEO Advisory

- Helping CEOs and the Board to bring better judgement, objectivity and results

1. Retained Executive Search



The Right Fit

- 4 out of 10 new executives fail within 18 months
- Our key deliverable is compatibility
- Reinforcement with '**Cornerstone Plus**' onboarding support program

Retained Executive Search



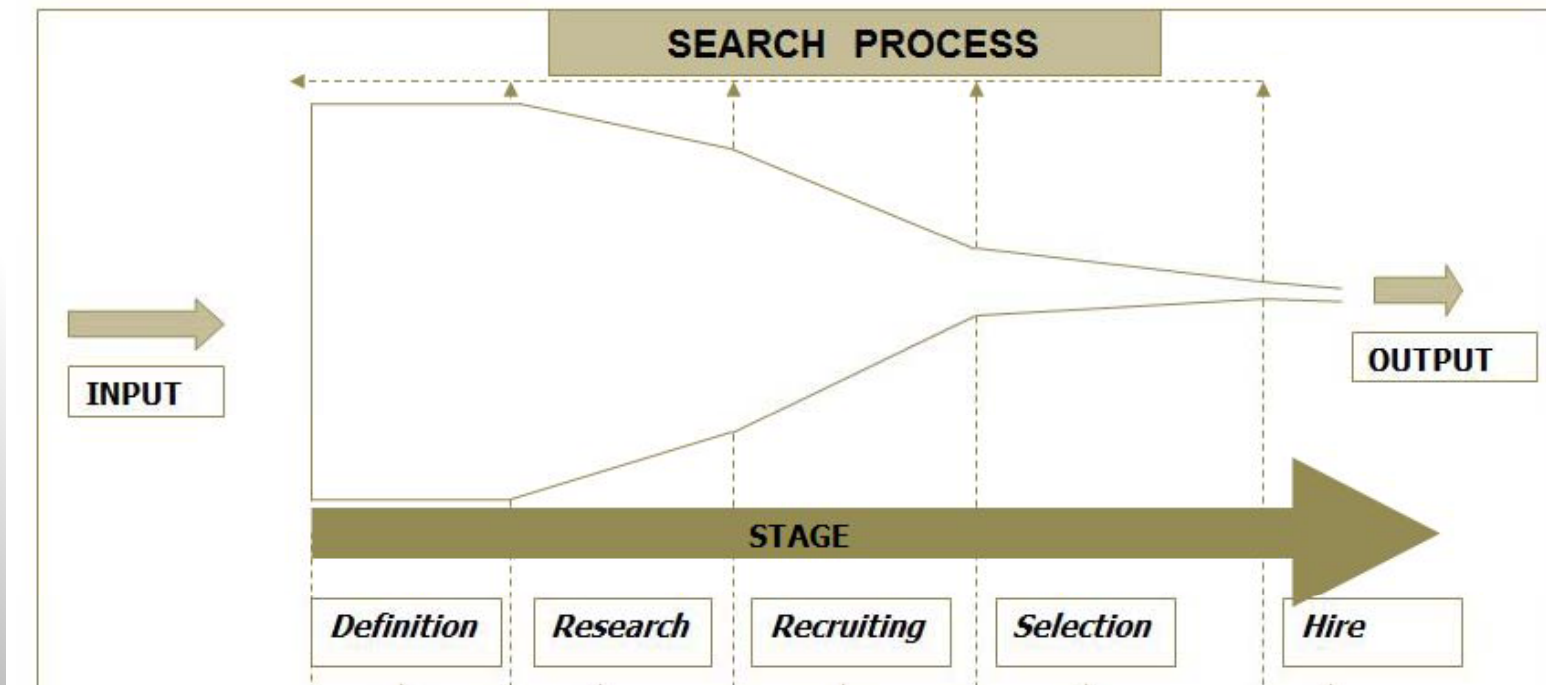
Our Methodology

- **Competence:** the best talent, wherever it is
- **Compatibility:** style, values, mind potential
- **Performance warranty**
- **Expert opinion:** our assessments are key to ensuring the right fit
- **Timeliness:** candidates in 60 days or less
- **Thoroughness:** "Five-Star" process

Five-Star Process

1. DEFINITION

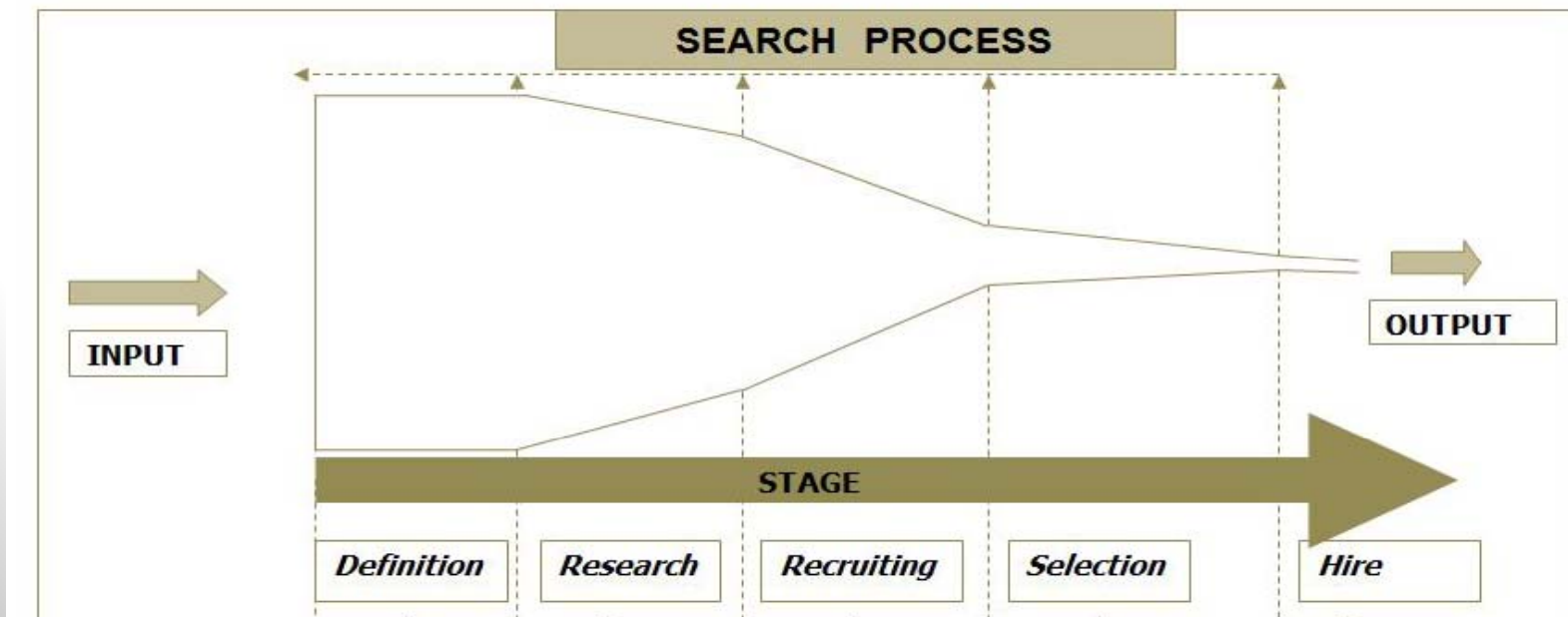
Diagnosis and planning, position specification, complete agreement on the objective.



Five-Star Process

2. RESEARCH

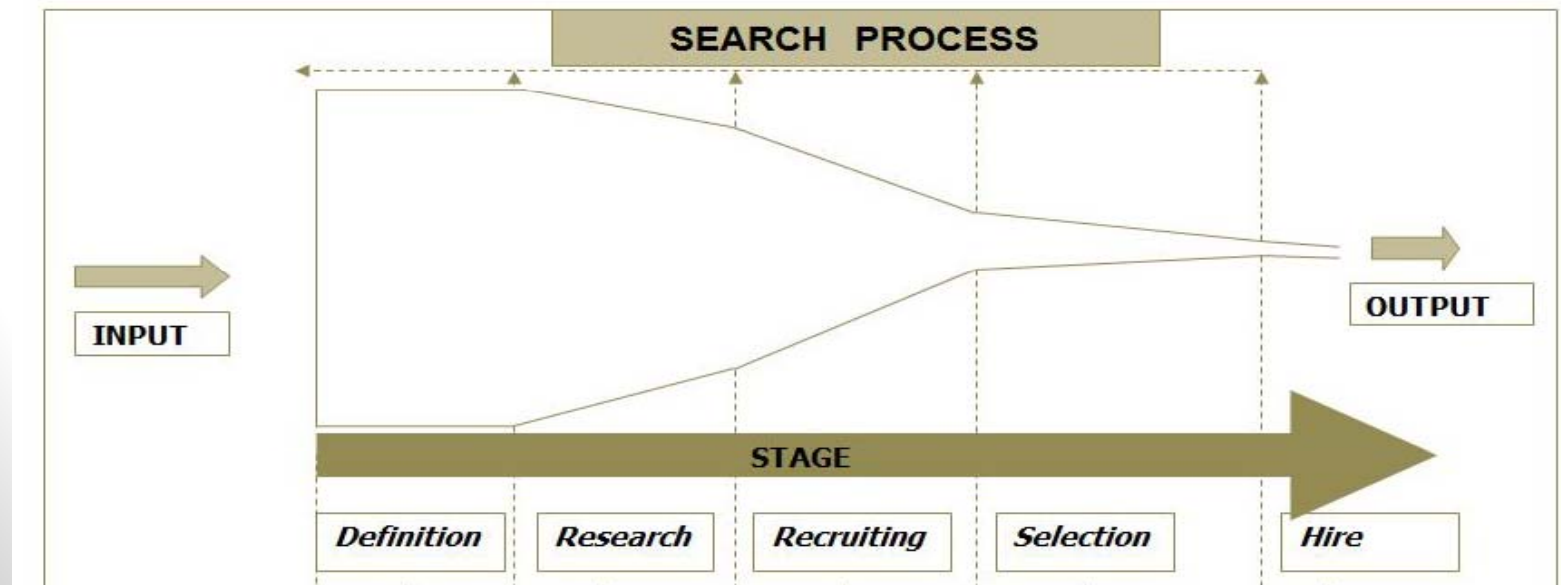
Research and sourcing according to mandate. Many of our firms maintain databases of *pre-screened candidates* for key positions.



Five-Star Process

3. RECRUITING

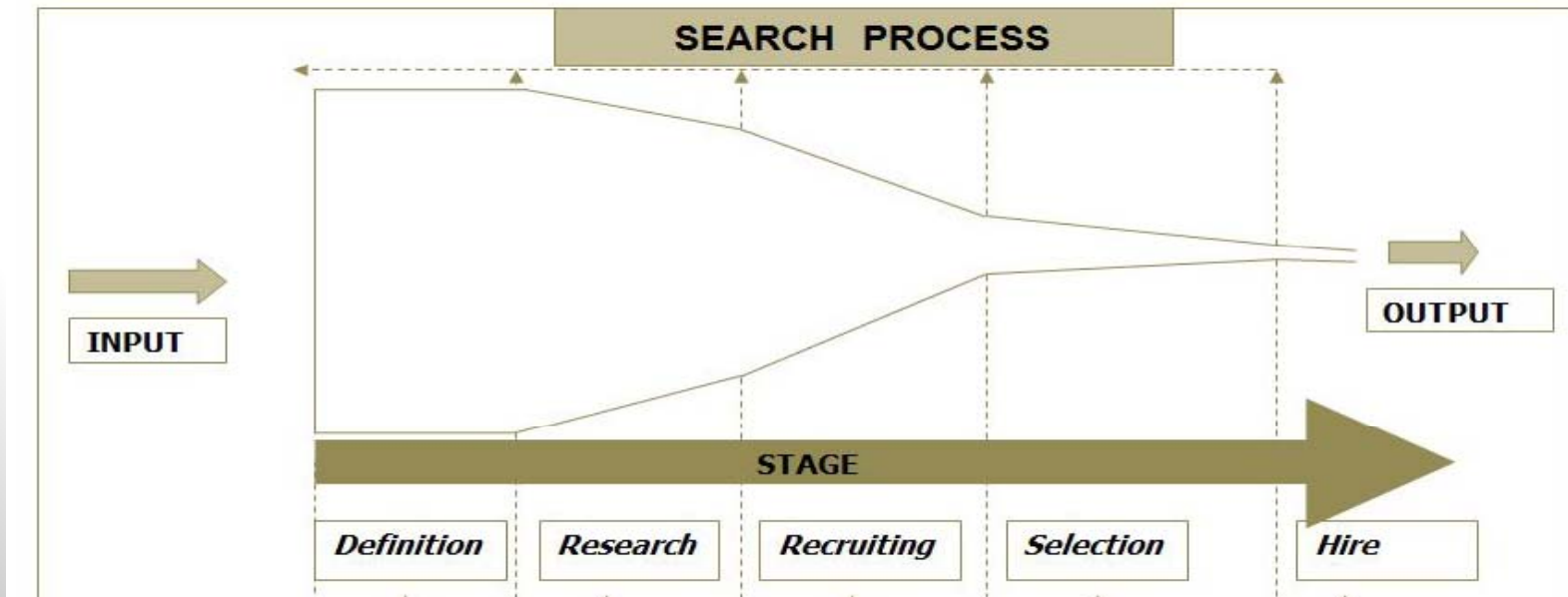
We do the heavy lifting. We specify (to agreed norms) and screen likely candidates and present you with the best.



Five-Star Process

4. SELECTION

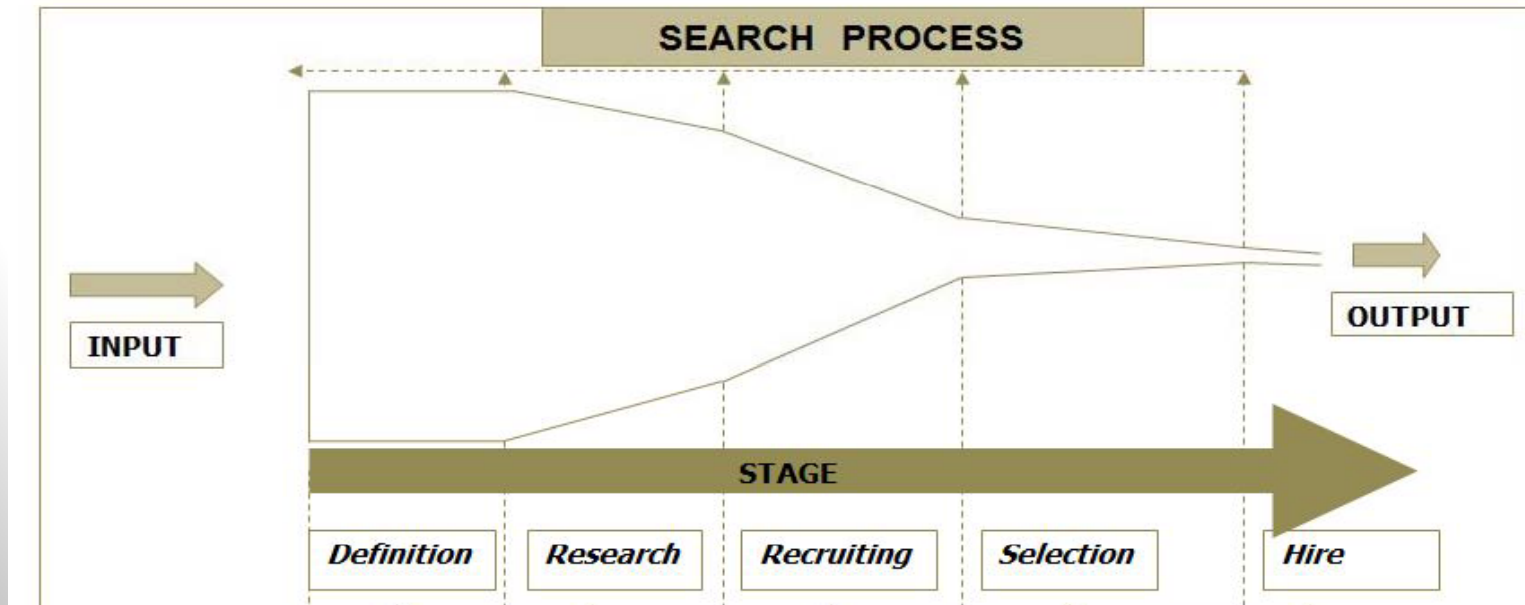
We will lead the interview to an agreed format if you wish. We verify references. Expert assessments and psychometric analyses lead to success.



Five-Star Process

5. HIRE

We handle the offer letter, negotiations and post-hire follow-up.
We're done only when you are satisfied.



Cornerstone Plus



Developing Star Performers

- Unique add-on **to secure** new hire's success
- Combines elements from our **coaching and onboarding programs**
- Custom designed to **match** your needs
- "Immersion" program design for fast results and rapid ROI

2. Executive Coaching Services

Structured coaching improves individual performance & builds better team success



Executive Coaching Services



Coaching Focus

- One-on-one executive coaching
- New leader transition / onboarding
- Single Window solutions for coaching your leadership team globally and professionally
- ICF accredited 'Cornerstone Executive Coach Certification (CECC)' program, now available in India and China

Executive Coaching Services



Delivery of Coaching Services

- ICF / CECC credentials - Highest Standard
- Global pool of qualified coaches
- In person or remote (Skype, GTM)
- One-on-one or Team

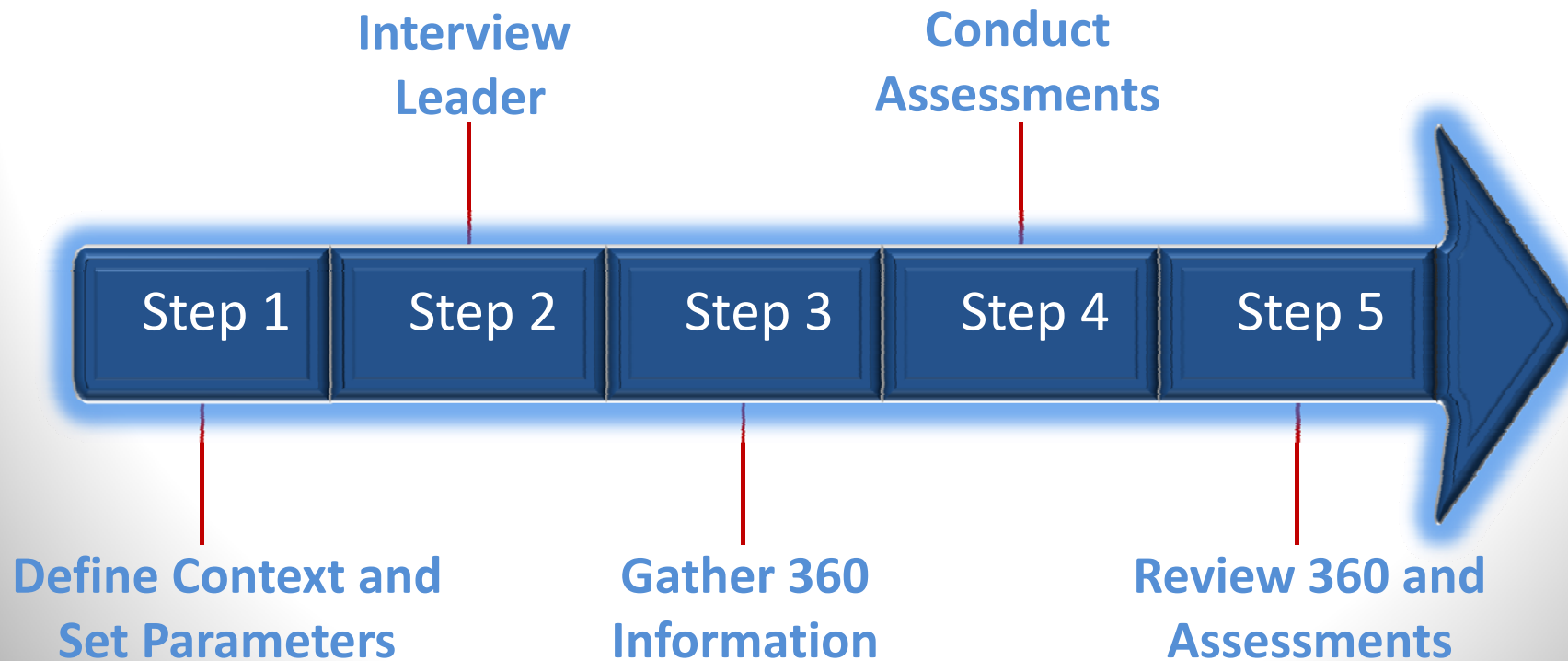
Executive Coaching Services



Global Coaching Solution:

- Delivered through our global network
- ICF qualified coaches, experienced consultants
- Single window for project reporting
- Consistent program adapted globally

10-Step Coaching Process



Steps 1-5 = Building the Foundation

10-Step Coaching Process



Steps 6-10 = Delivering the Results

Global Coaching Solution

Our Coaching Team in the Americas



Eileen Hannegan, MCC

Kip McClure, PCC

Linda Yort, MCC

Larry Shoemaker, ACC

Dan Heiman, CCEC

Diane Bates, CCEC

Jill MacLeod, CCEC

Marilyn Nelson, CRC

Alejandra Aranda, CCEC



Global Coaching Solution

Our Coaching Team in Europe

A world map with a blue grid pattern is centered in the background. A vertical orange bar is overlaid on the map, containing the names of the coaching team members.

Neil McLaughlin, CCEC

Ian Day, CCEC

Martin Braddock, PCC

Tommaso Lazzari, CCEC

Maurizio Angeletti, CCEC

Katerina Meimaroglou, CCEC

Global Coaching Solution

Our Coaching Team in Asia



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Simon Wan, *Certified NLP Coach*

Mona Chan, *Certified NLP Coach*

Stephen Wong, *Certified NLP Coach*

Francesco Reggiani, *Certified NLP Coach*

Laurie O'Donnell, CCEC

Amitabha Sinha, CMC

3. CEO ADVISORY

Helping CEOs and the Board to bring *better* judgement, objectivity and results



CEO ADVISORY



Key Programs

- Cornerstone Board Consulting
- Cornerstone CEO Committee (CCC),
now available in China

Cornerstone Board Consulting



Key Deliverables

- Board Strategies & Counsel on
 1. Independent Director Recruitment
 2. Partners Search in Mergers or divestments

Cornerstone CEO Committee (CCC)



Key Deliverables

Customized Mentoring Program for seasoned CEOs and Newly Appointed General Managers

- In groups as trusted advisors to each other
- Meet monthly and group facilitation led by seasoned CEO advisors who has been himself / herself a successful CEO in the local country before.



Our Global Network

Some 40 countries and 70 offices



CORNERSTONE
INTERNATIONAL
GROUP



-  Cornerstone Offices
-  Global Headquarters

Global Leadership Team



Chairman & Chief Executive:
Simon Wan (Shanghai)
simon-wan@cornerstone-group.com



President:
Larry Shoemaker (Atlanta)
larry-shoemaker@cornerstonegroup.com



Executive Coaching Chair:
Eileen Hannegan (San Diego)
Eileen-Hannegan@cornerstone-group.com



Audit Committee Chair:
Manuel Cubas(Lima)
manuel-cubas@cornerstone-group.com



Marketing Committee Chair:
Goran Jansson(Stockholm)
goran-jansson@cornerstone-group.com



Quality & Compliance Chair:
Ian Day (London)
ian-day@cornerstone-group.com

Global Leadership Team



South Asia and Pacific:
Vijay Karkare (Mumbai)
vijay-karkare@cornerstone-group.com



LATAM Chair (Central / South America) :
Alejandra Aranda (Santiago)
alejandra-aranda@cornerstone-group.com



USA West:
Peter Munson (Los Angeles)
peter-munson@cornerstone-group.com



USA Central:
Dan Heiman (Kansas City)
dan-heiman@cornerstone-group.com



Canada Chair:
Mildred Royer (Halifax)
mildred-royer@cornerstone-group.com




EMEA Chair (Europe; Africa and Middle East):
Alan Kneale (Liverpool)
alan-kneale@cornerstone-group.com

Success is not easy



- You cannot succeed without good people
- Finding the best people is hard and improving your people is just as challenging
- But this we know: the better you plan, the more intensely you commit, the greater your success
- Let us be your partner in that success

'Achieve More with Cornerstone'



Success is not easy

Achieve More with Cornerstone

Cornerstone International Group

Contact Us



We warmly welcome all requests for more information and to

Worldwide Headquarters

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