CORNERSTONE
INTERNATIONAL CROUP

CORNERSTONE
EXECUTIVE COACHING

WE HELP TO DEVELOP GREAT LEADERS
WHO GO ON TO BUILD GREAT COMPANIES



LET’S START HERE….

Ranked by Forbes among the Top 20 retained search firms in America, Cornerstone International Group is one of the largest independent search networks in the world. With headquarters in Shanghai, China and Atlanta, USA, it has 60 offices in 40 countries and 33 years of history. Cornerstone specializes in recruiting CEO and executive level talent for companies with cross-border operations and successfully closes over 1,000 searches annually. Our leadership development practice includes over 100 ICF-certified professional coaches.

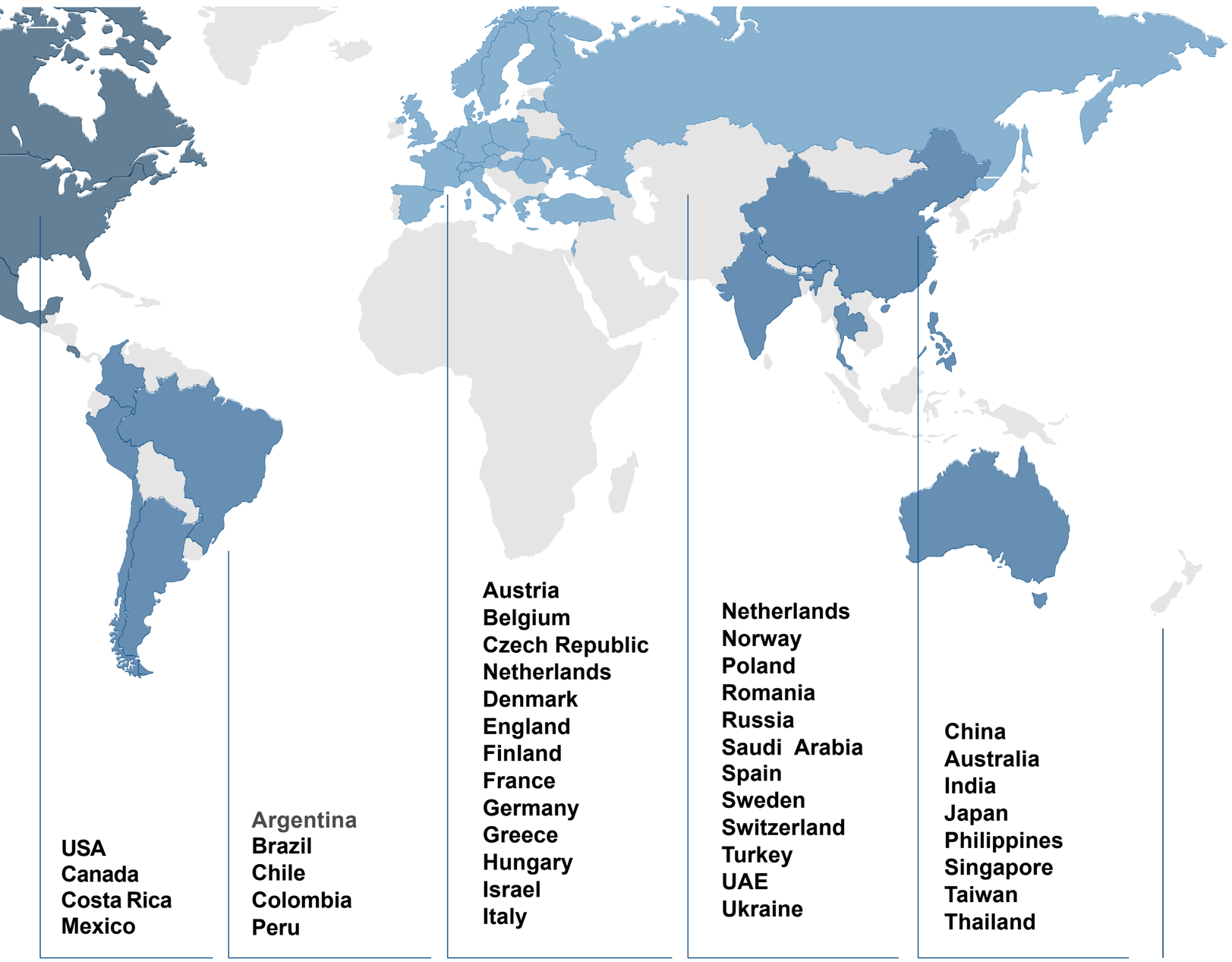
ACHIEVE MORE WITH CORNERSTONE.



1.

WE’RE GLOBAL

We are partner to clients ranging from large multi-nationals to small local companies



USA
Canada
Costa Rica
Mexico

Argentina
Brazil
Chile
Colombia
Peru

Austria
Belgium
Czech Republic
Netherlands
Denmark
England
Finland
France
Germany
Greece
Hungary
Israel
Italy

Netherlands
Norway
Poland
Romania
Russia
Saudi Arabia
Spain
Sweden
Switzerland
Turkey
UAE
Ukraine

China
Australia
India
Japan
Philippines
Singapore
Taiwan
Thailand

CAPABILITY

Europe
- 27 offices
- 105 professionals
- 363 searches 2019
- **15 Executive Coaches**
- 190 coach projects 2019

Americas
- 14 offices
- 81 professionals
- 780 searches 2019
- **57 Executive Coaches**
- 722 coach projects 2019

Asia-Pacific
- 13 offices
- 64 professionals
- 171 searches in 2019
- **28 Executive Coaches**
- 338 coach projects in 2019

RETAINED EXECUTIVE SEARCH
and key position recruitment

EXECUTIVE COACHING
maximizing talent and accelerating ROI

SERVICES
ACROSS THE ORGANIZATION

LEADER DEVELOPMENT
Leadership Academy 4.0

CAREER MANAGEMENT
multi-program portfolio



2.

EXECUTIVE COACHING

Professional coaching has impact across the organization

EXECUTIVE COACHING

“We help Business Leaders at all levels leverage their leadership skills to maximize success.

“Executive Coaches partner with successful Business Leaders, High Potentials and Executives who wish to improve their effectiveness; enhance their management style; improve results; develop their ability to influence; enhance leadership skills and performance; and achieve personal and organizational goals.”



COACHING IS CHANGING

FROM TACTICAL

- Coaching as remediation.
- Only senior executives

TO STRATEGIC

- Key leadership development investment in performance
- Mid level managers develop future leader



IMPACT OF COACHING ACROSS THE ORGANIZATION

EXECUTIVE

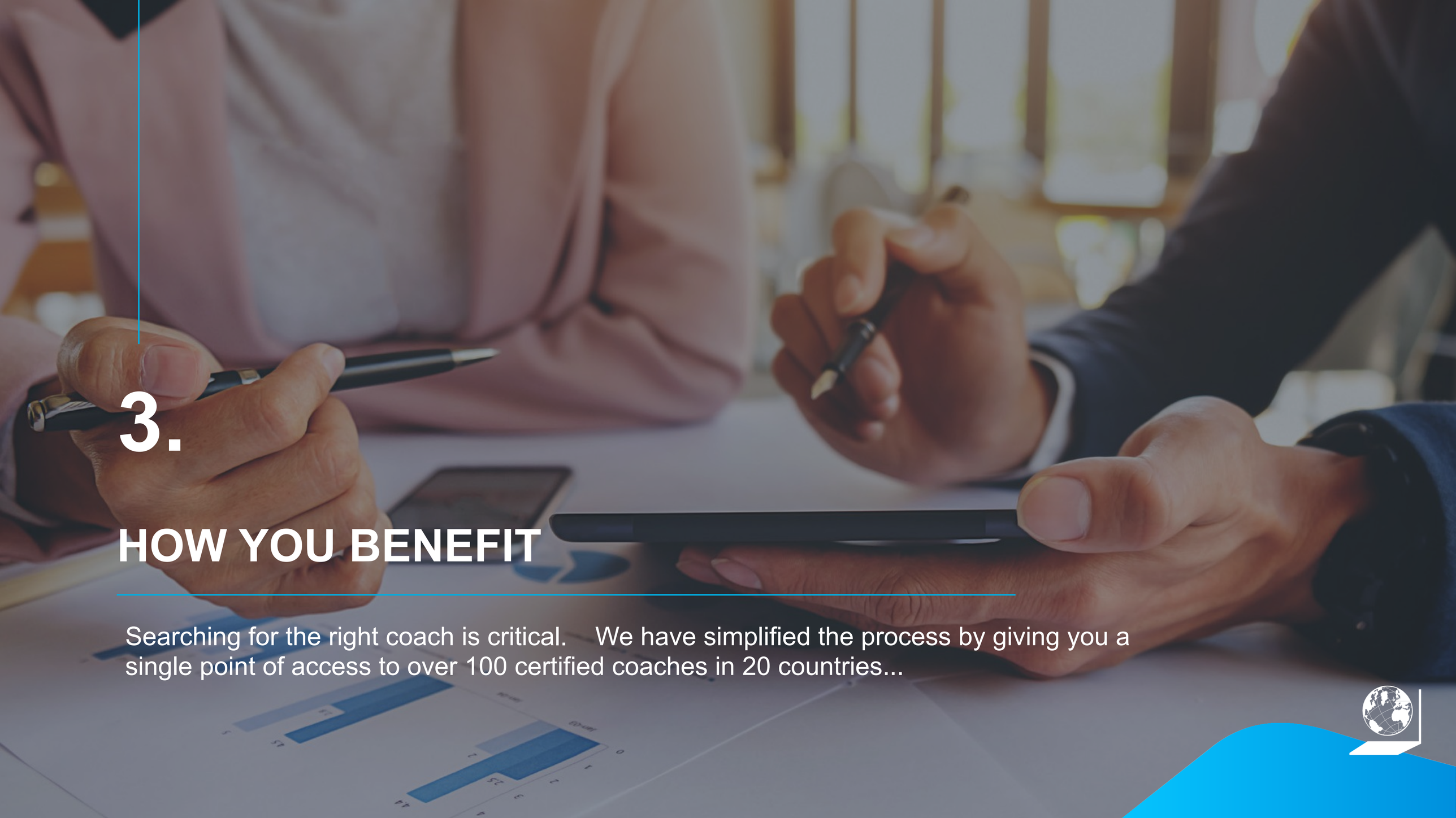
Coaching overtaking consulting
Coaching is recognized and accepted
Laser focus on Interpersonal Skills
Ability to demonstrate measurable results

MID–SENIOR MANAGEMENT

Coaching for future Leaders
Succession planning
Managers consolidating coaching skills

FRONT LINE LEADERS/INDIVIDUAL CONTRIBUTORS

Introducing coaching skills
Learning to develop others
Team Coaching
Group Coaching
Use of Apps/Technology



3.

HOW YOU BENEFIT

Searching for the right coach is critical. We have simplified the process by giving you a single point of access to over 100 certified coaches in 20 countries...

A COMPREHENSIVE SERVICE

GLOBAL PRESENCE
100+ certified coaches on four continents are located in 20 countries

QUALITY
We only hire professionally trained coaches recognized worldwide by the International Coaching Federation

SIMPLICITY
One point of contact for any global coaching requirement.

CONSISTENCY
You get top quality, ICF-approved coaching even in unfamiliar markets

EXPERIENCE
Our coaches complete over 1,250 assignments each year

YOUR COACH, YOUR LANGUAGE
Our coaches speak 14 languages



OUR APPROACH

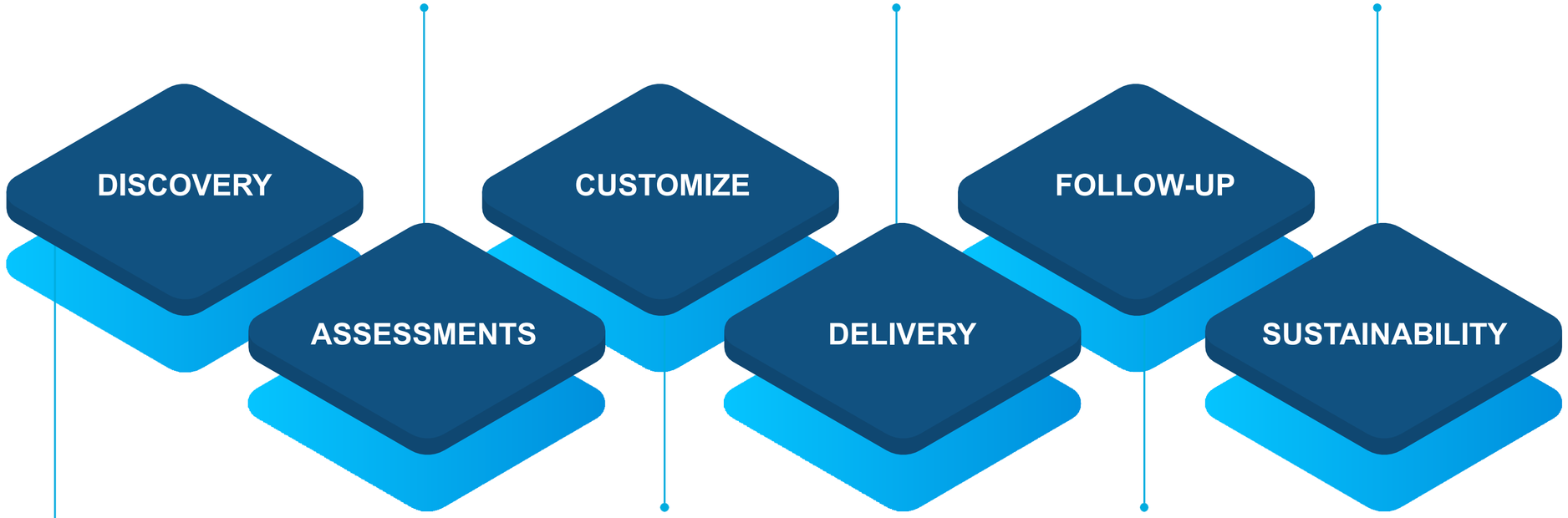
1. Assessing strengths & potential areas of improvement
2. Reconfirming personal goals
3. Setting up development and coaching goals
4. Customizing the program
5. Analyzing outcomes
6. Adjusting as we progress

OUR PROCESS

- Establish baseline metrics via interviews, assessments and survey

- Deliver professional coaching and share resources for development

- Launch sustainability plan to ensure learning outcomes are embraced



- Define needs and expectations
- Examine desired outcomes, benefits, timing, strategies and investment

- Design leadership strategy based on development opportunities, needs and outcomes

- Check-in with each participant and stakeholder tean champion for feedback



ONE POINT OF CONTACT

Contact CORNERSTONE INTERNATIONAL GROUP COACHING
Feel free to contact us directly.
One point of contact for Coaching Globally.

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