

CREATE THE FUTURE

OF EXECUTIVE SEARCH &
LEADERSHIP CONSULTING





ABOUT AESC

The Association of Executive Search and Leadership Consultants (AESC) is the professional association for firms that represent exemplary standards in executive search and leadership advisory worldwide. Since 1959, AESC has set the standard for quality and ethics in the profession across the globe. AESC's founders include the forebearers of some of today's most successful firms.

ABOUT AESC MEMBERS

AESC Members are *the* leaders in executive talent and leadership advisory solutions. AESC Members range in size from large global firms and networks to regional and boutique firms, representing 16,000+ trusted professionals spanning 1,200+ offices in 70+ countries.



STANDARDS MATTER.



World-class firms join AESC to demonstrate their deep commitment to the quality standard

AESC represents and to shape the future of the profession. Business leaders worldwide retain AESC Members as trusted advisors to minimize risk and gain competitive advantage in their industries.

REACH MATTERS.



AESC Members join an exclusive community of rigorously vetted executive search

and leadership consulting firms. Members leverage the AESC global network of peers, clients and candidates for knowledge exchange and networking in a non-competitive environment.

INNOVATION MATTERS.



AESC facilitates diverse and innovative thinking in global leadership. In our ever-accelerating

era, tomorrow is already here. Are you prepared to advise your clients to lead it? AESC wants to help you disrupt among the disruptors and catapult forward in the profession.

OUR PURPOSE

Dedicated to Strengthening Leadership Worldwide

OUR MISSION

AESC and its members share a deep commitment to the highest quality standards in executive search and leadership consulting—for the benefit of clients and the profession. Through collaboration and innovative thinking, we deliver the future of global leadership today.

OUR PROMISE

We Shape. Connect. Educate.

SHAPE quality standards, legislative response and best practices.

CONNECT members with peers, clients and candidates.

EDUCATE through insights, trends and continuous learning.

AESC CODE OF PROFESSIONAL PRACTICE

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.

WE SHAPE.



Stand out in the marketplace through quality standards and best practices.

- Display your firm's AESC seal of excellence and commitment to the AESC Code of Professional Practice.
- Actively inform and shape best practice guidelines that can enhance your business success and elevate the profession.
- Demonstrate your commitment to best practices in the profession.
- Feature consultants in the AESC Member Directory accessible to clients globally.
- Share your firm's news and thought leadership in AESC's external communication channels.



Avoid risk by staying up to date on legislation and regulation.

- Engage in forums and access resources on legislative and regulatory measures that impact executive search and leadership consulting firms.
- Access a members-only web portal for legislative updates on timely issues from data privacy and protection to licensing and registration.
- Receive legislative alerts and advice on issues from pay equity to immigration.
- Benefit from the AESC Government & Legal Affairs Committee which monitors and advises members on legislative and regulatory policy issues that impact our membership.



Impact the future of the profession.

- Advance the profession through engagement in AESC forums, councils and committees.
- Actively shape best practices on issues from data privacy to board advisory.
- Collaborate to raise awareness of quality standards in local and emerging markets.

WE CONNECT.



Build alliances for business success.

- Attend the premier events for executive search and leadership consultants. AESC events foster opportunities to learn and network in a non-competitive environment held in business centers around the world.
- Represent local issues and interests at AESC regional events & meetings.
- Benefit from peer knowledge exchange opportunities including Leadership Roundtables, Boutique and Independent Firm Forums and specialized forums for CMOs, CHROs, CIOs and General Counsels.
- Feature your firm and consultants in the AESC Member Directory accessible to clients globally.
- Take advantage of exclusive pricing on services such as executive search software, background checking, independent research and more.
- Leverage AESC contacts for counsel and assistance when needed, including providing references and referrals.

BlueSteps

Leverage AESC's BlueSteps for candidate care.

AESC's BlueSteps is a trusted career service for global executives. BlueSteps helps busy executives manage their careers, track their goals and stay visible to the right recruiters for life-long success.

- Direct candidates to BlueSteps for a suite of quality career resources and tools and the same level of care you provide your clients.
- Share BlueSteps executive career reports, guides and webinars with candidates.
- Access the exclusive BlueSteps candidate sourcing tool, available only for AESC Members, to investigate compensation ranges and discreetly advertise an open search to a closed network of executives.



WE EDUCATE.



Stay informed and ahead of the competition.

- Glean new insights to share with clients from AESC research including exclusive market data and trend reports.
- Contribute to and leverage insights from Executive Talent, AESC's magazine covering critical trends in global executive talent, and distributed to 100,000+ leaders worldwide.
- Participate in AESC webinars on emerging technologies and other issues critical to executive search and leadership consulting firms.
- Learn how to build clients for life with client relations expert Andrew Sobel in AESC's Certificate in Client Relationship Development. Enroll individually or as a group.
- Earn an exclusive distinction with the MBA-level Advanced Certificate in Executive Search and Leadership Consulting. In partnership with the US Ivy League Cornell University ILR School, the program enables consultants to add greater value to clients.

- Leverage training for research teams with AESC's Certificate in Executive Research.
- Stay informed of happenings in the profession and critical new insights from AESC news bulletins



Inform the marketplace on the value of the profession and quality standards.

- Leverage AESC resources about the profession, including infographics, presentations, articles and videos to help clients distinguish between a trusted advisor and everyone else.
- Participate in AESC research and thought leadership to demonstrate your forward-thinking approach to client challenges.
- Highlight your commitment to AESC standards, including the Code of Professional Practice, Client and Candidate Bill of Rights, and Professional Practice Guidelines, to demonstrate that your firm operates at the top of the profession.
- Showcase your firm's insights in AESC's thought leadership library, the world's largest library of content related to executive talent.

AESC MEMBERS AT A GLANCE



16,000+
Trusted Professionals



1,200+
Global Offices



70+
Countries



100,000+
Annual Executive Placements

MEMBER BENEFITS

AESC SEAL OF EXCELLENCE

Official Commitment to AESC Code of Professional Practice. Showcase to your clients that you belong to the associated body that sets the quality standard for the profession worldwide.

LEGISLATION & POLICY MONITORING

Receive updates and advice on legislative and regulatory issues that impact the profession.

BEST PRACTICES

Stay current and ahead of trends impacting the profession and the clients you serve.

INSIGHTS & RESEARCH

Receive exclusive market research, benchmarking studies and surveys of the client community worldwide.

PEER KNOWLEDGE EXCHANGE FORUMS

Network with your peers in the profession in a learning-based, non-competitive environment.

EDUCATION & TRAINING

You and your colleagues can expand your knowledge and differentiate yourselves in the marketplace with an elite MBA-style program for consultants, certification for researchers and associates and a members-only webinar series to keep you up-to-date on critical issues impacting how you serve your clients.

CANDIDATE CARE VIA AESC'S BLUESTEPS

Refer candidates to AESC's BlueSteps for career resources and information on the executive search process. Be confident that these candidates will feel recognized and supported by your firm and by AESC.

PREFERRED PARTNER PROGRAMS

Access exclusive rates on tools and services such as executive search software, background checking and candidate assessment to help you work smarter and propel your business forward.

ADVICE & SUPPORT

Leverage your AESC staff contacts for counsel and assistance when you need it, including providing references and referrals.

AESC MEMBERSHIP

As a member of AESC, your firm will belong to the associated body that sets the quality standard for the profession. You and your colleagues will have access to a wide array of benefits designed to help you succeed in today's competitive and rapidly evolving market.

A PROUD MEMBER OF
 AESC

MEMBERSHIP CRITERIA

A prospective member must meet the following criteria:

- ✓ Mandates are exclusive.
- ✓ Mandates are at executive-level or above.
- ✓ Mandates contain a significant advisory or consulting element.
- ✓ Mandates include a significant non-refundable retainer fee.
- ✓ All advisory services are compliant with AESC Code of Professional Practice.

For more information on AESC Membership, visit aesc.org