



## CORNERSTONE INTERNATIONAL GROUP

# Talent War

The hunt for the best executive talent in the world is on, and Chief Executive SIMON WAN leads the global recruitment party.

In the world of executive search and selection, Cornerstone International Group (CIG) carries much clout. An expert in talent recruitment and development for the past 25 years, the company operates in 70 offices in 40 countries spanning the Americas, Europe, Africa, the Middle East, and Asia Pacific. Seven offices are in Greater China, including the world headquarters for Asia in Shanghai.

A member of the esteemed Association of Executive Search Consultants, CIG is behind more than 10,000 C-level placements for clients in China alone. This has earned the company industry recognition, praise, and numerous awards including “China Recruitment Firm of the Year” and “Trustworthy HR Service Unit”, among others.

“Our retained executive search and selection team focuses on recruiting highly qualified professionals for industry-oriented sectors,” says CIG Chief Executive Simon Wan. “These include general managers, regional heads, global chiefs, HRDs, CFOs, and CTOs. Our clients encompass the fast-moving consumer goods, retail, life sciences, manufacturing, services, chemical, and information and communications technology industries.”

### Grooming for Leadership

Among Cornerstone International Group’s acclaimed services are career transition solutions dubbed CCC (CEO and C-Suite Circle) Advisory and Coaching. The service provides a trusted one-on-one peer-coaching environment for CEOs, senior executives, presidents, and business owners.

“We provide leadership, coaching skills, and communication effectiveness training for your top team and managers, either in-house, in a small cross-industry group, or in open classes to which



individual companies can subscribe and have their senior managers attend. Each session is chaired by an experienced CEO coach to address real life business issues affecting the performance of each member’s business. Our senior consultants are certified coaches and members of the International Coach Federation. This greatly benefits SME general managers and business owners, high-potential independent board advisors, and first-time CEOs.”

Simon Wan also illustrates how the company can help regarding the issue of outplacement. “In today’s economy, layoffs and strategic restructuring of talent resources can be a necessary, albeit regrettable occurrence. CIG provides solutions to help redundant employees find alternative employment faster.”

### Finding the Right Fit

“Our clients value our ability to understand their business strategies and trust Cornerstone International Group to identify, assess, and attract top talent that fit their unique business needs and culture. The impact of having the right leaders is considerable: to grow in a sustainable way means creating successful business transitions and promoting a culture of integrity and respect, innova-

tion, inclusion, and social responsibility,” says Wan.

“Our experience in the local market and the industry offers the power of perspective, brings a diverse view, and casts a wider net for standout candidates who will help you excel today, tomorrow and into the future. We go beyond conventional wisdom to better evaluate the candidate’s fit, and seek to thoroughly understand the job description and the company’s culture and values. We have genuine interest in people, and do not see them only as mere clients or candidates. We believe that happiness brings results, rather than believing that results bring happiness. Our mission statement is to help our clients ‘achieve more with Cornerstone’. With this as guiding principle, we believe we can win the talent war,” concludes Wan. ■

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