



CORNERSTONE
INTERNATIONAL
GROUP



THE CORNERSTONE EAGLE

MAY/JUNE 2013 EDITION

THE CORNERSTONE EAGLE is the newsletter for senior executives, friends and partners of the Cornerstone International Group around the world.

The Eagle is majestic, free and soars above all else when gracefully gliding on the currents in the air. The Cornerstone International Group feels close affinity with the Eagle, in professionalism in our practice, honesty and integrity in all our interactions, and making positive changes in our work and processes to improve and create added value for our clients and candidates.

THE CORNERSTONE EAGLE **May/June 2013 Edition**

Pearls of wisdom are always welcome, especially when they speak to us in our particular circumstance. Here are a few to share...

- ★ Love is the only thing that can be divided, without being diminished.
- ★ Everything has beauty but not everyone sees it.
- ★ All people smile in the same language.
- ★ A hug is a great gift, one size fits all. It can be given for any occasion and it is easy to exchange.
- ★ Never take life for granted. Today, the 'present' is a gift so make the most of it.
- ★ Harsh words break no bones but they do break hearts.
- ★ Love ... and you shall be loved.

What we've been up to –

www.cornerstone-group.com



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As many of you will know, Coaching is a professional service in the Cornerstone International Group in addition to Executive Search.

Our commitment to Coaching now enables us to introduce to you:

The Cornerstone Executive Coaching Certification course



Please ask yourself the following questions:

- Have you been looking at coaching from the outside, are interested but not had time to do anything about it?
- You would like to be able to coach people properly at work but feel inadequate as you do not know the right way to do it?
- Is coaching people part of your work and you have not been trained to do so?
- Have you attended piece-meal coaching training of just 1-2 days and wished there was the opportunity to be better trained and equipped?
- You are now ready to take on coaching training. You do not want a long course as you do not have the time, but it must be something that is professionally recognised and gives you the appropriate breadth and depth...

A compelling and unique experience awaits you in our *Cornerstone Executive Coaching Certification* course which is coming to Shanghai/China and also India in September 2013!

This accelerated Global Training Program now available to China and India is designed to be completed in just four months and is approved by the International Coach Federation (ICF) for 60 hours of coach specific training. Training is provided by ICF accredited coaches holding the MCC (Master Certified Coach) or PCC (Professional Certified Coach) credentials.

The 60-hour course spread over four months is equivalent to two sets of 3-day live, in-person training in September and December, and six group tele-classes by phone/internet in October and again in November. Coaching practice of at least two sessions a month with a class partner is also required from September to December.

The six days of live training in Shanghai are scheduled for:

September 19, 20, 21, 2013 (Shanghai Module); September 12, 13, 14, 2013 (Mumbai Module)
December 12, 13, 14, 2013 (Shanghai Module); December 5, 6, 7, 2013 (Mumbai Module)

When you complete the course, you will:

- Receive certification as a Cornerstone Certified Executive Coach (CCEC).
- Satisfy the new 2013 coach training requirements for entry membership in the ICF.
- Qualify for the Advanced Training Program to prepare for a global ICF credential.

For more information, please contact francesco-reggiani@cornerstone-group.com for a copy of the full brochure and booking details.

See you there!

Did You Know...?

To be adaptable is the key to a high-flying career



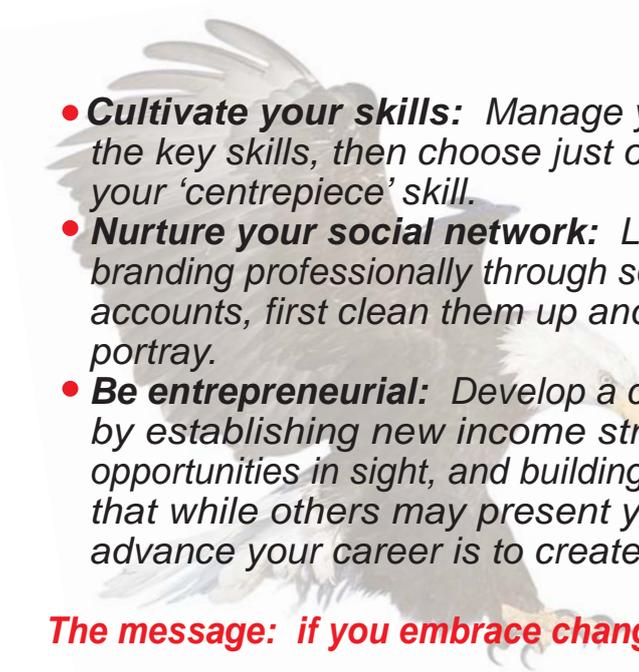
Today's working world is faster, less predictable and less forgiving than ever before. Most people, however, are inherently averse to change. We fight it because we are afraid of the unknown, yet survival and progress require us to adapt.

The Finch Effect, the title of Nacie Carson's book came from Charles Darwin's observation that the beaks of Galapagos Island finches evolved to accommodate shifting food resources, allowing the birds to survive.

*After conducting over 100 interviews with workers who improved their careers during the recent recession, Carson realized that the common theme was adaptation. To be agile, flexible and open helps to increase the ability to identify new opportunities. **The fluid new 'gig economy' – the result of rising numbers of freelance and contract positions – offers tremendous potential for anyone willing to adapt.***

To find success in today's world of work requires a five-step approach:

- **Adopt a 'gig' mind-set:** Take ownership of your career and move forward via multiple jobs and projects.
- **Identify your professional value:** Focus on discovering, communicating and leveraging your key personal and professional traits that help you stand out from other workers.

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- **Cultivate your skills:** Manage your professional development by enhancing the key skills, then choose just one of those skills to refine and showcase as your 'centrepiece' skill.
 - **Nurture your social network:** Learn to communicate and grow your personal branding professionally through social media. If you have existing social-media accounts, first clean them up and then refocus them on the brand you want to portray.
 - **Be entrepreneurial:** Develop a creative approach to find and win a new career by establishing new income streams when there are no visible corporate opportunities in sight, and building the value of your personal brand. Understand that while others may present you with opportunities, often the best way to advance your career is to create them yourself.

The message: if you embrace change constructively, you will reap the rewards.

Lastly, From Our Heart to Yours ...

A Soldier

A story is told about a soldier who was finally coming home from the war. He called his parents from San Francisco. "Mom and Dad, I'm coming home, but I've a favour to ask. I have a friend I'd like to bring home with me."

"Sure," they replied, "we'd love to meet him."

"There's something you should know," the son continued, "he was hurt pretty badly in the fighting. He stepped on a land mine and lost an arm and a leg. He has nowhere else to go, and I want him to come live with us."

"I'm sorry to hear that, son. Maybe we can help him find somewhere to live."

"No, Mom and Dad, I want him to live with us."

"Son," said the father, "you don't know what you're asking. Someone with such a handicap would be a terrible burden on us. We have our own lives to live, and we can't let something like this interfere with our lives. I think you should just come home and forget about this guy. He'll find a way to live on his own."

At that point, the son hung up the phone. The parents heard nothing more from him. A few days later, however, they received a call from the San Francisco police. Their son had died after falling from a building, they were told. The police believed it was suicide.



The grief-stricken parents flew to San Francisco and were taken to the city morgue to identify the body of their son. They recognized him, but to their horror they also discovered something they did not know, their son had only one arm and one leg.

The parents in this story are like many of us. We find it easy to love those who are good-looking or fun to have around, but we do not like people who inconvenience us or make us feel uncomfortable. We would rather stay away from people who are not as healthy, beautiful, or smart as we are.

Thankfully there is someone who will not treat us that way. Someone who loves us with an unconditional love that welcomes us into the forever family, regardless of how messed up we are. Tonight, before you tuck yourself in for the night, say a little prayer that God will give you the strength you need to accept people as they are, and to help us all be more understanding of those who are different from us!



Do write to our Editor, Nancy Chu at contact email of nancy-chu@cornerstone-group.com if you have special thoughts to share. So until the next time, please take care!

Best Regards,

Simon Wan

Chief Executive - Cornerstone International Group

Cornerstone International Group has the strategy, global reach, and experience to locate, vet and present to you talented candidates that would be a perfect fit for your firm. We are the world's leading consulting network with some 70 offices in key markets on six continents. We have been in business for over 25 years, and provide high quality services to clients ranging from the world's largest multi-national corporations to small local companies.

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