



Cornerstone International Group

(PT Potentia HR Consulting)

THREE HEADQUARTERS: ATLANTA, SYDNEY & SHANGHAI

70 OFFICES WORLDWIDE

Visit us on:

www.cornerstone-group.com

www.potentiahr.com

P***TENTIA** HR

 **AESC**
Association of Executive Search Consultants

What is Cornerstone?

A global
recruiter and
developer of
talent



Located in over 70 offices across 6 continents



In business for over 25 years



Comprised of regional leaders (e.g. PT Potentia HR Consulting – Indonesia)



Partner to clients ranging from large multi-nationals to small local companies.

World Network



 Global Headquarters

 Cornerstone Offices

Our Partners & Associates



[Cornerstone International Group](#)



[Association of Executive Search Consultants](#)



[Melbourne Management Services Pty Ltd](#)



[Hogan Assessments - USA](#)

16 Offices in Asia Pacific

Country	City
Australia	Melbourne
Australia	Sydney
China	Beijing
China	Chengdu
China	Guangzhou
China	Hong Kong
China	Shanghai
China	Wuhan
India	Pune
India	Delhi
India	Mumbai
Indonesia	Jakarta
Korea	Seoul
New Zealand	Auckland
Taiwan	Taipei
Thailand	Bangkok



WHY SELECT US?

TEN GOOD REASONS TO SELECT US

Our consultants are HR EXPERTS – with International HR exposure

We are a ONE STOP SHOP for HR's Best Practices

We are your KEY FOR TALENT ACQUISITION

We are your LONG TERM PARTNER FOR DEVELOPMENT OF HUMAN CAPITAL

EXPERTISE IN VARIOUS INDUSTRY SECTORS: Finance & Banking, Telecommunications and many more

TEN GOOD REASONS TO SELECT US

Access to EXCELLENT CANDIDATE'S DATABASE (Local & International)

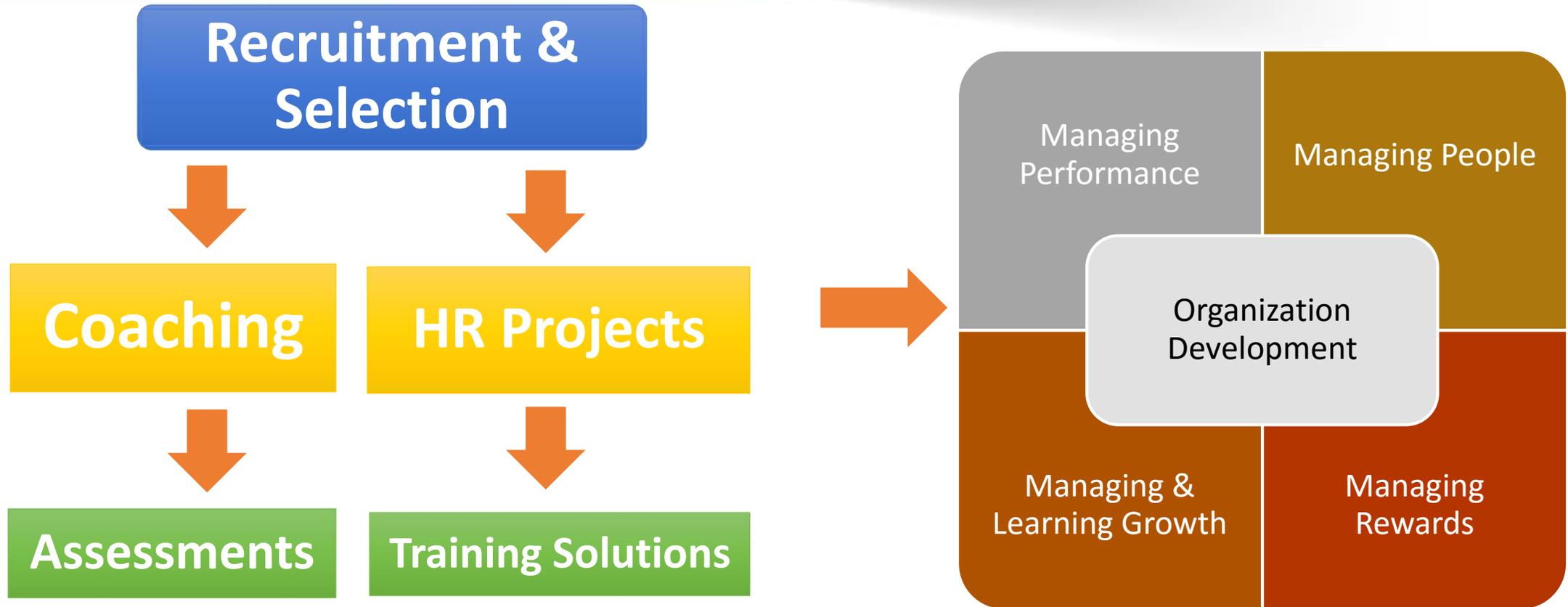
Attract TOP TALENTS: Regional / International through Global network

VALUE FOR MONEY: Our rates are competitive

Recognized GLOBAL QUALITY STANDARD: AESC Membership

GLOBAL EXECUTIVE SEARCH COMPANY with 70 offices worldwide

OUR HR CAPABILITY



EXECUTIVE SEARCH

Experts in Executive Search

To us, Search is NOT about just finding new hire... but Search IS about:

1. promoting
your
organization
as an
“employer of
choice

2. serving as
a partner in
growth

3. gaining
competitor
information



4. finding the
best candidate,
not just the best
candidate
known to your
team or ours

5. meeting a
strategic need to
grow or change
your business

Experts in Executive Search

Recruitment is a complex and detailed process where disregard for any step can cause costly challenges for the company and management



LET THE
EXPERTS
HELP YOU

Our Approach to Executive Search

We begin our work only after receiving a detailed mandate - in the form of a signed proposal - agreed with the client to recruit for a specific position within the client's corporate organizational structure. The successful completion of such a search will be the result of a step-by-step and thorough approach, which analyses the client's needs, identifies the appropriate talent in the local or international marketplace, and assesses candidate strengths and weaknesses relative to the client's requirement

Our Approach to Executive Search

The following steps summarize our approach to search and our commitment to success from beginning to end:

1. COMMENCEMENT PHASE

2. RESEARCH PHASE

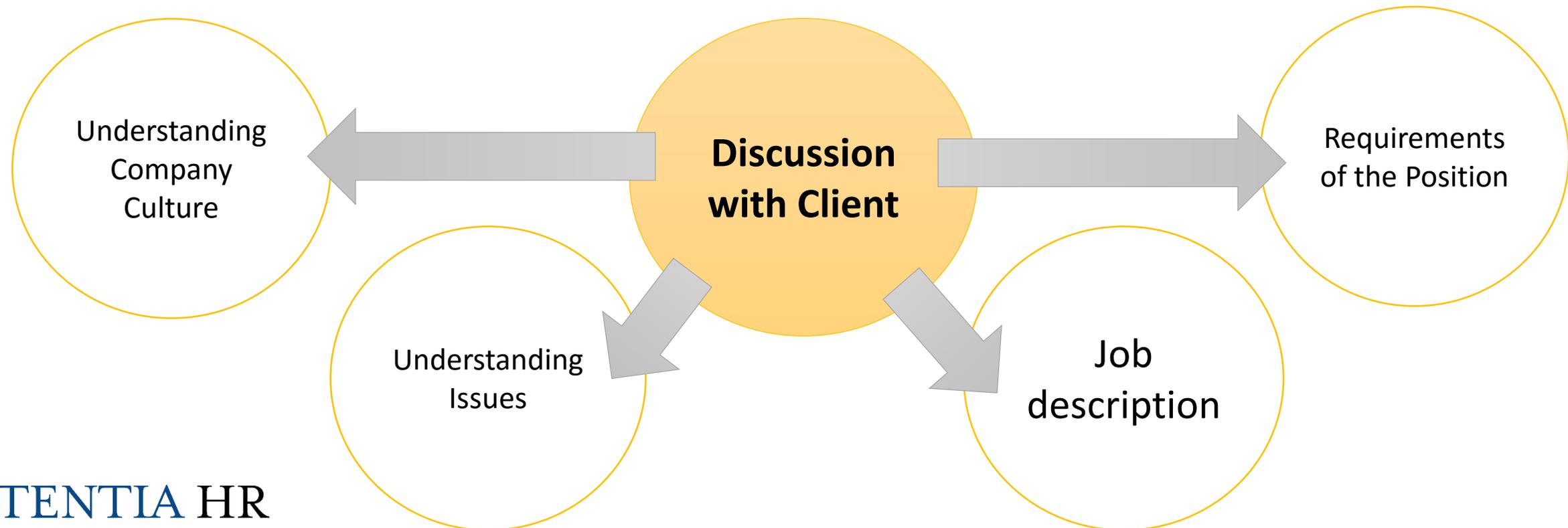
3. INTERVIEW PHASE

4. BENCHMARKING & SELECTION

5. SALARY NEGOTIATION & APPOINTMENT

Our Approach to Executive Search

1. COMMENCEMENT PHASE



Our Approach to Executive Search

2. RESEARCH PHASE

Disciplined, systematic research procedure to find the right candidates that fits within the position profile agreed by Client:

DATABASE

**TARGET
COMPANIES**

**RELEVANT BUSINESS
INFORMATION
RESOURCE**

NETWORK

Our Approach to Executive Search

POTENTIA DATABASE

Access to GLOBAL DATABASE

Experience and Network with GOVERNMENT RELATED COMPANIES

Experience and great Network with FMCG, BANKING AND FINANCE,
TELECOMMUNICATIONS AND MANY MORE

Access to EXPATRIATES DATABASE

STRONG DATABASE for ANY INDUSTRY

VAST GLOBAL NETWORK for EXPERTS

Our Approach to Executive Search

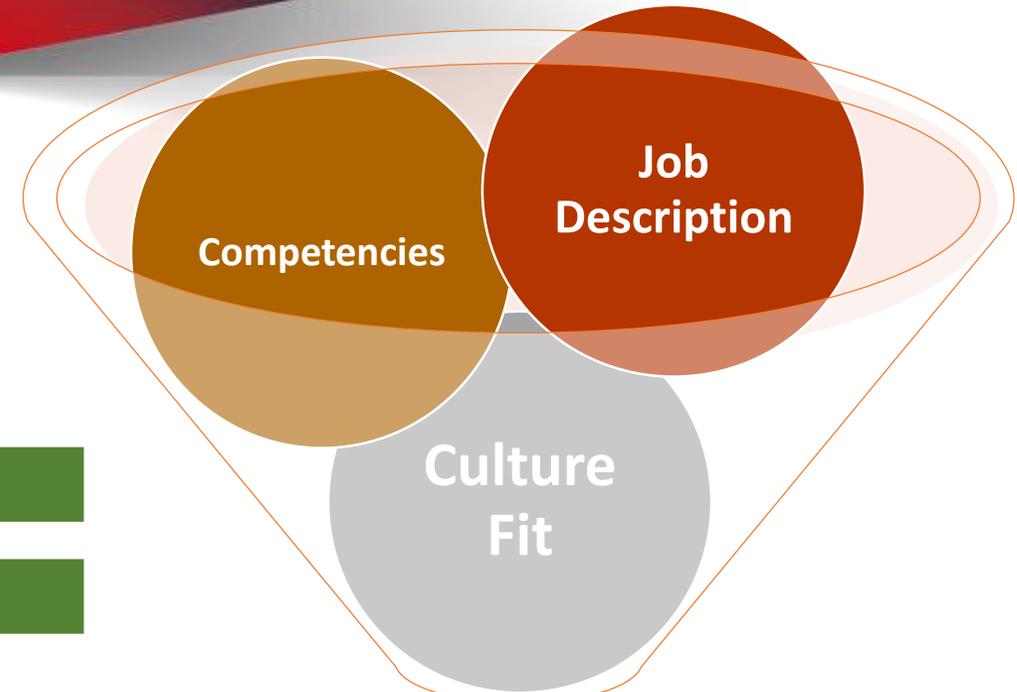
3. INTERVIEW PHASE

Once we have identified individuals who may be of interest to the client, we discreetly contact them to assess their appropriateness and level of interest. As individuals who seem to have the qualities we seek are confirmed, we obtain comprehensive career information from them, and arrange individual, personal interviews to discuss in greater depth the client position requirement.

Our Approach to Executive Search

3. INTERVIEW PHASE

- Family Background
- Education
- Experience
- Job Changes
- Job Dimensions
- Business Goals
- Organization Chart
- Career Aspirations & Motivations
- Compensation
- Strengths & Weaknesses
- References
- Joining Time



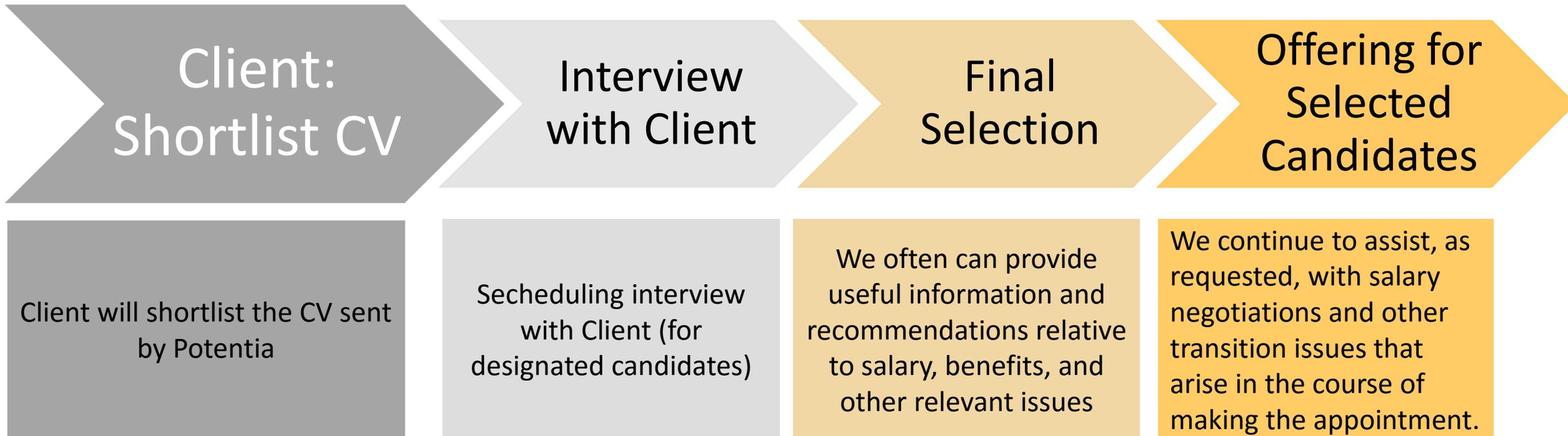
Our Approach to Executive Search

4. BENCHMARKING & SELECTION

During each of the initial phases of the search, close contact with the client is maintained. We normally aim to have a “benchmark interview” as early as possible in the assignment. This provides a tangible reference point against which to measure and compare other candidates as they emerge. Researching, sourcing and interviewing continue until we feel confident that a well-rounded and highly attractive group of candidates has been identified. Then we prepare reports and evaluations for the individuals whom we believe to be most promising. When necessary, we also provide summary progress reports on all the prospective candidates who have been approached.

Our Approach to Executive Search

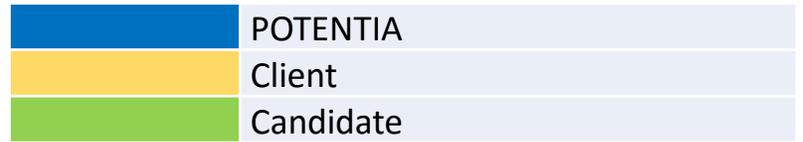
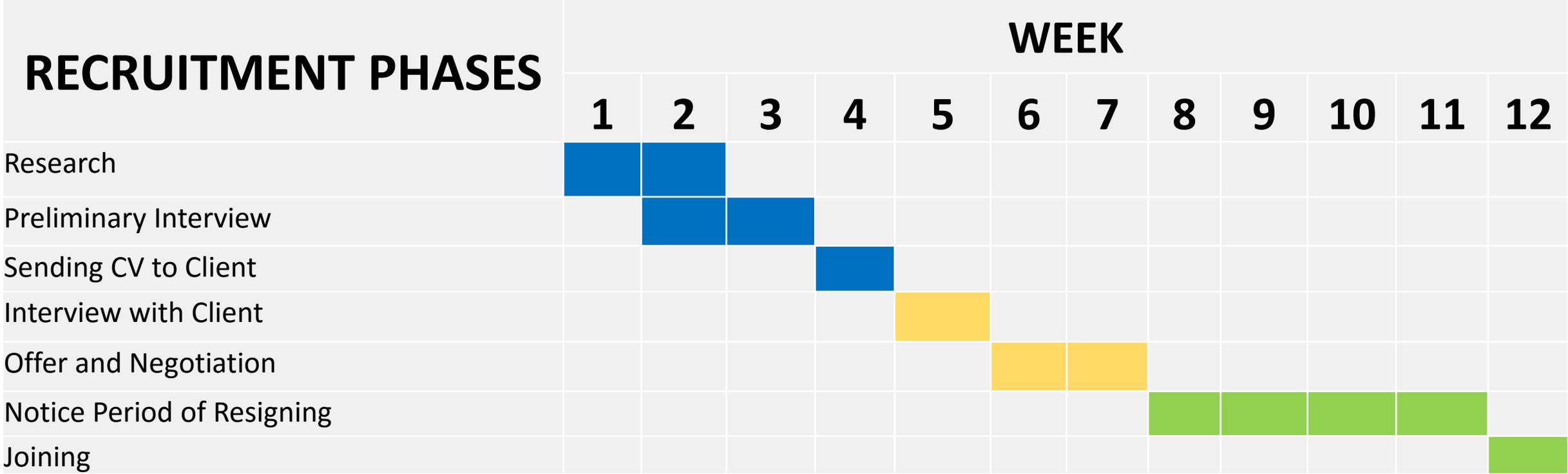
5. SALARY NEGOTIATION & APPOINTMENT



Timing

A typical assignment requires approximately 2-3 months from the time the contract is agreed and signed until a successful candidate joins. The first few weeks of the search involve intense research and sourcing. Interviewing and evaluation take up the second one-third of the search time. Assisting the client with candidate interviews, evaluations and negotiations prior to a final placement occupy the remaining one-third of the total assignment cycle. Final selection and salary negotiations may require an additional week or two.

Timeline For Recruitment Process



ASSESSMENTS & COACHING

Assesment



Hire the RIGHT people

Develop TALENTED employees

Build GREAT LEADERS

Coaching

Executive
Coaching for
seasoned leaders

Coaching Skills
Training for your top
teams and managers

Transitional Coaching for
important new
hires/Managers moving
into new roles



Developmental
coaching to amplify
key strengths

OUR CLIENTS

Industries & Sectors

FMCG

Property & Constructions

Automotive

Pharmaceuticals

Banking & Insurance

Chemicals

Mining & Energy

Oil & Gas

Manufacturing

Retail & E-Commerce

Telecommunications

Legal & Consulting

Together We Achieve More



Thank You!

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