

## **The HE Management Development Program Graduates New Leaders Who Are Prepared for Bigger Roles, More Responsibility with the Firm**



Seven associates recently completed Hotel Equities' Management Development Program (MDP), a rigorous six-month training program under the direction of **Nancy Curtin Morris**, Vice President of Learning and People Development, and **Ken Ramsey**, Hotel Equities' Training Manager.

Designed to grow talent within the company and open only to HE employees with a manager's recommendation, the "correctly" self-directed program blends classroom learning with on-the-job application covering essential hotel tasks, management and leadership topics and one-on-one mentoring. To graduate, the student must initiate and complete a six-month project and present the findings to senior leaders of the company. The project must benefit the top or bottom line of his/her hotel by a significant amount.

"The Management Development Program is the vision of Chairman and CEO **Fred Cerrone** and remains true to the company's core value of *hire an attitude and teach them the business*," said Ms. Morris. "The commitment to the program from Fred and all the company's senior leaders speaks volumes about our approach to leadership and to growth. The graduates of this program have completed a rigorous process to get there and I am excited about the opportunities set before them to further their careers with Hotel Equities."

The current participants are members of the sixth graduating class of MDP. Over 70% of the previous graduates have moved into bigger roles within Hotel Equities. As a result of its growth, the firm now holds two classes per year. In addition to MDP, Hotel Equities will now launch LDP, or the Leadership Development Program, which focuses on leaders with multi-unit responsibilities. The inaugural class begins in October 2015.

**Photo caption:** At the MDP graduation are, seated, **Salanda Griffin-Jones**, Courtyard McDonough; **Katie Shore**, SpringHill Suites Pensacola Beach; **Fred Cerrone**, Chairman and CEO; and **Savannah Mathes**, Fairfield Inn & Suites Charleston North. Standing, **Nick Van Horn**, Fairfield Inn & Suites Charleston Airport; **Zack Sullivant**, Hampton Inn & Suites Navarre; **Sebastian De La Hoz**, Courtyard McDonough; and **Alexis Jochim**, Courtyard Mall of Georgia.