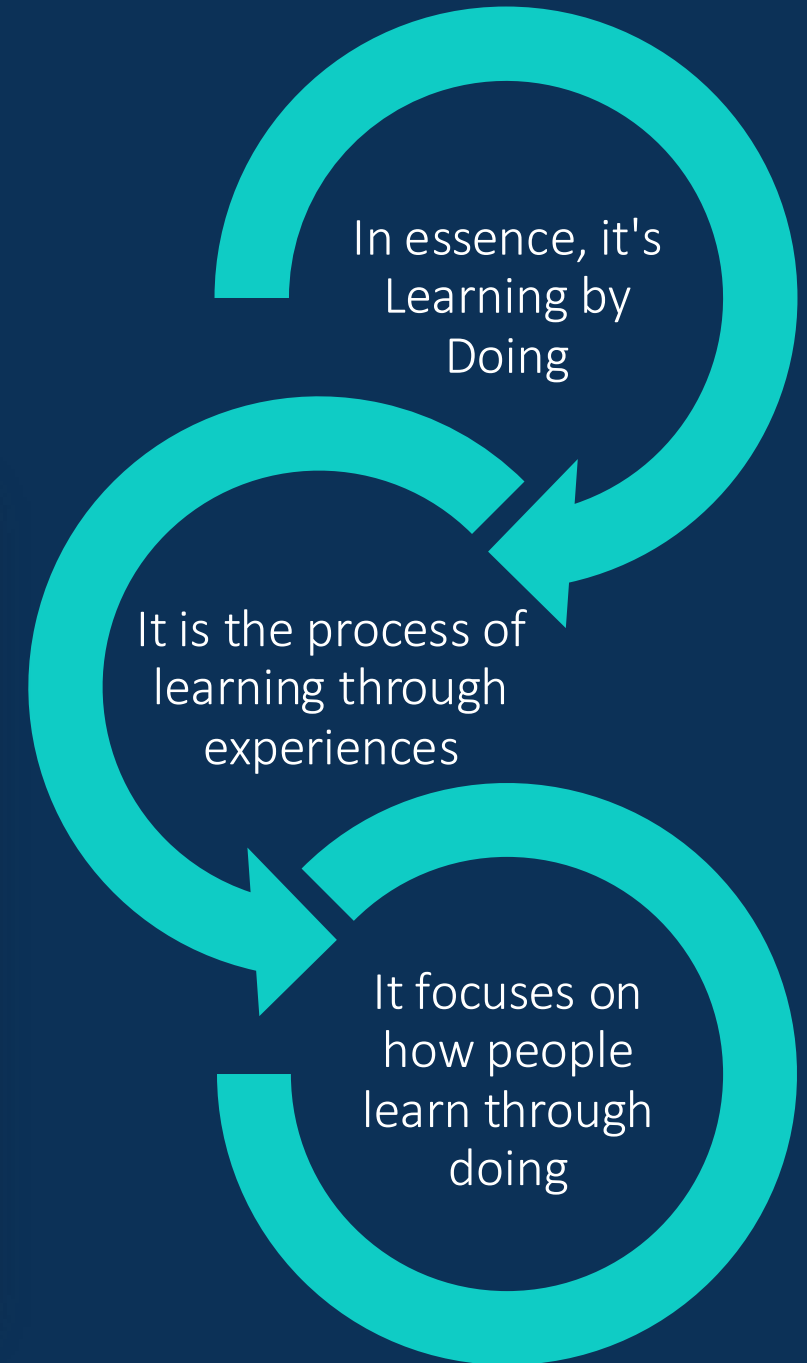


Experiential Learning: Hotel Equities Learning and Development Philosophy



What is Experiential Learning?



3 Stages of Learning

1

AWARENESS:

knowing that something needs to be learned

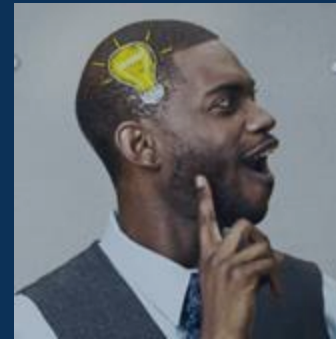


I am aware that this job requires more technology skills than I have

2

SKILLS:

learning the tools and methods for accomplishing a task

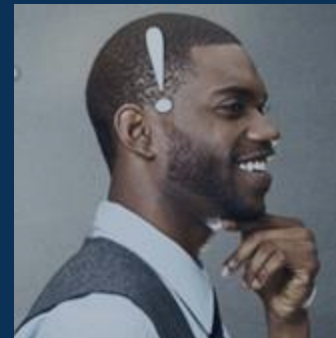


I have learned how to use Excel

3

APPLICATIONS:

taking the skills and applying them in an “on the job” setting



I am using my new Excel skills to create a better tracking system for our hotel

Why Experiential Learning?



It mirrors reality



It produces predictable learning



It requires deep involvement

Learning Retention

Traditional Learning: 5%

Experiential Learning: 95%

A photograph of two women sitting in a classroom or lecture hall. The woman in the foreground, with long blonde hair, is smiling and raising her right hand. The woman behind her, with dark curly hair, is also smiling. They are both wearing blazers. The background is slightly blurred, showing other people and a window.

What Do Students Learn?

They value the importance and learning and become lifelong learners

They develop and apply knowledge and values to solving real problems

They work collaboratively with others

Experiential Learning at Hotel Equities

- ROI Projects (improvement learning)
- Community Service Projects (service learning)
- Annual Conference Planning (business learning)
- Task Force (individual and team learning)
- Coaching/Mentoring around “real life” issues (peer and leadership learning)
- Manager in Training program
- Management Development Program
- Leadership Development Program



Personal + Organizational Benefits

Complex
Problem
Solving

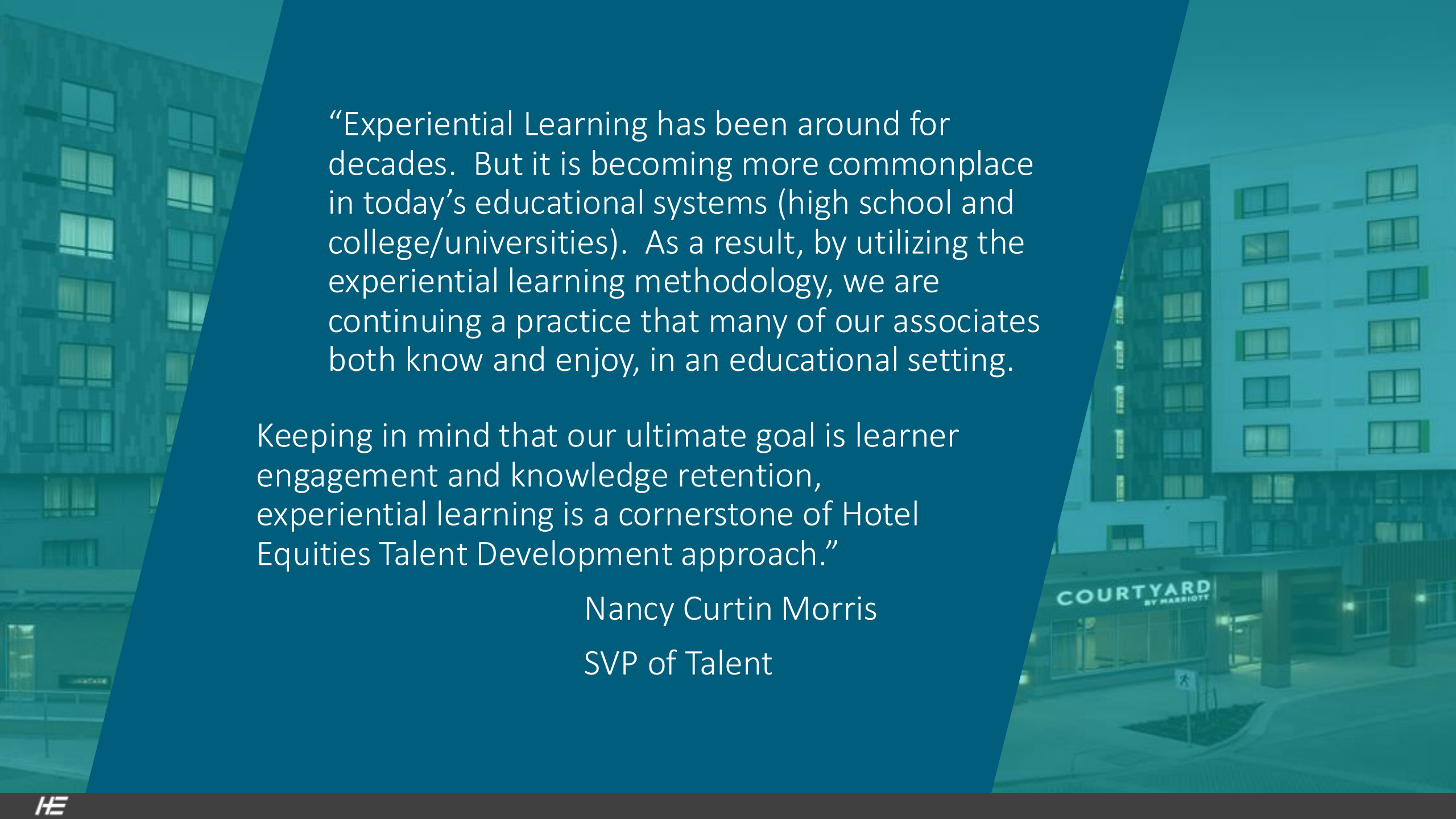
Critical
Thinking
Skills

Innovation +
Forward Thinking

Team
Approach

Develops
Emotional
Intelligence

Communication
Skills



“Experiential Learning has been around for decades. But it is becoming more commonplace in today’s educational systems (high school and college/universities). As a result, by utilizing the experiential learning methodology, we are continuing a practice that many of our associates both know and enjoy, in an educational setting.

Keeping in mind that our ultimate goal is learner engagement and knowledge retention, experiential learning is a cornerstone of Hotel Equities Talent Development approach.”

Nancy Curtin Morris
SVP of Talent