

A collage of six images showing various hotel environments: a TRYP hotel exterior, a modern hotel lobby with shelves, a hotel room with two beds, a Fairfield hotel exterior, a hotel bar area, and a hotel entrance with a stone pillar.

Hotel Equities Leadership Development Process





Vision Statement

Excellence in Hospitality™

Using our vision, mission and culture statements as our “true north”, Hotel Equities prides itself on our many leadership offerings for both existing team members and new hires.



Mission Statement

To be an extraordinary lodging company

Our value statement #3 of “hire an attitude and teach them the business” is apparent in all we do. Our goal is to create servant leaders who are best in class— in hotel operations/sales and brand knowledge.



Culture Statement

A legendary lodging company making a distinct difference in people’s lives

Our development of leaders is a multi-program approach; offering more challenging curriculum and assignments as a leader progresses in our company.

Read on to learn more about our programs.

Our Value Statements

1

Do unto others as you would have them do unto you.
(The Golden Rule)

2

You never get a second chance to make a first impression.

3

Hire an attitude and teach them the business.

Inspect what you expect.

4

The greatest leaders are the greatest servants.

5

Wherever you are, be there.

6

If it were my money, would I spend it?

7

8

Nothing happens until somebody sells something.

9

Guests aren't always right, but they are always guests.

10

Having integrity is doing the right thing when no one is looking.

11

Learn from your mistakes.

12

All people matter to God.

HE Leadership Development Process

At Hotel Equities, we balance Universal Leadership skills along with Hotel Equities Specific Leadership skills.

Through our many program offerings, leaders focus on Operations, Sales, Revenue Management, Asset Management, Accounting, Common Management, HR practices and Leadership Skills.

Continue reading for a breakdown of each program we offer.



Hotel Equities Leadership Development Process

INTERNAL HIRES

INDIVIDUAL Development Program

Self-Directed--GM Supported

Participants:
Aspiring Property Leaders

MANAGEMENT Development Program

Correctly Self-Directed--
managed by Talent team

Participants:
Supervisors + Managers

LEADERSHIP Development Program

Developing Tomorrow's
Multi-Unit Leaders

Participants:
New Multi-Unit Leaders

ONGOING Development

Annual Conference
Monthly Training Calls
Discipline Specific Training
Brand Specific Training

Participants:
GM's and DOS'

EXTERNAL HIRES

SUMMER Internships

GM Managed Supported by Talent Team

Participants: Sophomore + Junior
Undergraduate Students

MANAGEMENT Training Program

Entry to HE Management Team

Participants: Recent College Graduates
(last 5 years)

Individual Development Program (IDP)

Initiated by the student.
Typically, the first introduction to
management & leadership principles

- ❑ Focus on completion of tasks- both technical and leadership based
- ❑ This program is self-directed with assistance from General Manager
- ❑ The Talent Department supports students by answering questions, connecting students with others in IDP and houses all work on shared platform

Includes both program & learning cohort coaches, that student meets with (each) monthly



Continuation of tasks
started in IDP



Intended Result:
Self-development or
future readiness for MDP



Management Development Program (MDP)

Nominated by GM, endorsed by Leadership Team.



- ❑ Approximately 6 months in length
- ❑ “Correctly self-directed” program with both universal skill building, as well as some aspects that may be unique to the individual learner
- ❑ Capstone project is ROI based, with final presentations to company senior leaders in Atlanta.

Begin to understand the uniqueness of Hotel Equities



Either because the individual wants to initiate the focus on their development or as a prerequisite to MDP



Intended Result:
Promotion into, or further into management

Management Training Program (MIT)

MIT works in each area of hotel including rooms, F & B, night audit, maintenance, sales, and revenue management

- ❑ Length is approximately 6-9 months, depending on level of experience when hired.
- ❑ GM treats MIT as part of the leadership team and mentors MIT in areas of their day-to-day operation such as rooms, F & B, hiring, discipline, accounting, owner relations, sales, etc.



Intended Result:

Promotion to
management



Summer Internships available for current college students prior to graduation

Leadership Development Program (LDP)

The focus of this program is for experienced leaders moving into, or enhancing their skills in, multi-unit leadership.

- ❑ The learning is focused on a major project that will add value to the overall organization.
- ❑ Senior leaders participate in learning sessions with each group of students.

Time is spent on key areas of development in many disciplines within Hotel Equities.

Senior Leaders participate in learning sessions with each group of students.

Intended Result:
Enhanced skills in multi-unit leadership

Ongoing Development

Foundations is a class that focuses on the culture of Hotel Equities and what makes us unique to the industry.



Intended Result:

Continuing the growth and development of our talented managers

- ☐ Hotel Equities is always seeking ways to keep managers current and help them grow.
- ☐ This includes annual, regional and brand conferences or other training opportunities throughout the year.





For more information,
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