



MINOR
HOTELS

LEADERSHIP DEVELOPMENT SERIES





In order for our hotels/resorts to gain competitive advantage we need to develop a strategic approach to talent management that suits our business and gets the best from our people.

The value of a tailored, organisation-wide talent management process is that it provides a focus for investment in human capital and places the subject high on the corporate agenda. It can also contribute to other strategic objectives, including:

- building a high performance workplace
- encouraging a learning organisation
- adding value to the employer of choice and branding agenda
- contributing to diversity management

TALENT consists of those individuals who can make a difference to organisational performance, either through their immediate contribution or in the longer-term by demonstrating the highest levels of potential.

DEVELOPING TALENT

Talent development is linked to other learning and development initiatives. Appropriate learning and development interventions are required at relevant stages in a career path for talented individuals to achieve their maximum potential.

In Minor Hotels, we believe developing talent needs informal as well as formal learning interventions. These interventions will include conventional development activities but there is also the opportunity to use creative alternatives such as talent coaching and mobility. *Development is targeted to close individual gaps.*

The development should provide opportunities for individuals that will:

- Increase effectiveness in their current role
- Prepare individuals to assume greater responsibility
- Reduce transition time into new roles
- Model the behaviours related to future capabilities required
- Ensure that the reliance on technical expertise is reduced
- Reinforce the importance of personal development

LEADERSHIP DEVELOPMENT SERIES

The Leadership Development Series (LDS) has been structured to provide progressive and continuous learning and development for our leaders at every step of their career. Target groups for LDS are Section Head, Department Head, Division Head and newly appointed General Managers, as appropriate.

AGILE LEADER TRAINING

SABYA SANCHI

Executive Housekeeper

Al Najada Doha Hotel by TIVOLI



Agile Leader program was a wonderful learning journey for me. My most favourite learning experience was related to Coaching. The GROW model of coaching helped me to change my approach for team members during one-on-one session.

During the year end performance appraisal, I was able to have very fruitful feedback and interactive session with them. It also helped me to understand them better.

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Overall, I am feeling very confident after this programme. It helped me to further strengthen my leadership skills and to become an agile leader.

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COMMERCIAL LEADER TRAINING

BANCHERT ENGSUPWONG

Director of Rooms

Anantara Siam Bangkok



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Commercial Leader training was a great learning experience. It helped me gain knowledge that covers all the areas a leader should know.

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It also give us the opportunity to practise through the simulation with various scenarios that can be applied to the real situations in our work.

The learning point I found most interesting and impactful was forecasting. Great forecasting skill will help us to be able to maximize our revenue by yielding our rates vs demand and minimize our expenses of manning and supplies as well as planning for a smooth and seamless operations.



WAVELENGTH LEARNING JOURNEY

TZOULIA'S JOURNEY

TZOULIA MARGARITI

Assistant Food and
Beverage Manager

Qasr Al Sarab Desert
Resort by Anantara



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“The amazing part of Minor Hotels is the growth.
It is an exciting environment to belong to.”

”

The whole of process of being on Wavelength from the beginning has been exciting. Drafting the project till bringing it to life has been a learning journey for myself and the team members who were involved in it. The amazing part of this project is that it continues as the team loves it and we are improving it.



ENDEAVOUR LEARNING JOURNEY

DILAN'S JOURNEY

DILAN BANDARA

Resident Manager

Anantara Peace Haven Tangalle Resort



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I learnt to prioritise tasks and take personal responsibility to make things happen.

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The journey made me reflect on my successes and areas for improvement. It gave me the opportunity to develop the next level leadership competencies.



HORIZON LEARNING JOURNEY

CINDY'S JOURNEY

CINDY DELHOMEL

Resort Manager

Avani+ Samui Resort

“

I have always been excited about the opportunities available, the chance to grow, the fact that people believe in you, and give you a chance for the next step.

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There is a real focus on people development and career growth. There is always something good to learn from people around you and I had many opportunities to do this with the projects I worked on during my Horizon journey.

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