



High Potential Development Programme



This **High Potential** development programme is aimed at Ops managers and DGMs who have the aspiration to become a Hotel or General Manager.

This flagship programme has been developed with senior leaders to equip learners with the knowledge, skills, and leadership behaviours to lead one of our hotel businesses.

You will complete a short selection interview online to assess if you are ready to take the next step in your development. During the assessment process you will complete problem-solving activity and an interview.

You will also be assigned a mentor who will support your development and be able to offer advice and support on your development journey.



High Potential Programme (HiPo)

The programme is delivered over an 18-month period by internal subject experts and external specialists in their fields.

The study pathway also includes two units from the Institute of Leadership and management (ILM) Level 5 qualification.

Each HiPo member is mentored by a member of the senior leadership team.

The programme study outline is shown below

- Induction and Insights Discovery profiling
- Personal Branding
- Risk Management
- Mentor/Mentee Skill development
- Commercial Workshop
- Human Resources and Learning
- ILM L5 unit 1 - Leadership
- Business Acumen with the Russell partnership
- Finance and the P&L Part 1
- 360 Feedback Review
- Purchasing & Marketing
- ILM L5 UNIT 2 – Managing for Efficiency and Effectiveness
- Finance workshop Part 2
- Operations Case Study Event
- Graduation

