



**Making Informed  
Leadership Decisions  
When the Stakes are the  
Highest**

**The Americas ◦ Europe ◦  
India ◦ Middle East ◦ Africa ◦  
Asia Pacific**



**As a division of HVS, the global authority on hospitality, HVS Executive Search can leverage unrivaled relationships, access unique intelligence, and provide a truly global reach within the hotel, restaurant, real estate, and travel & leisure sectors.**

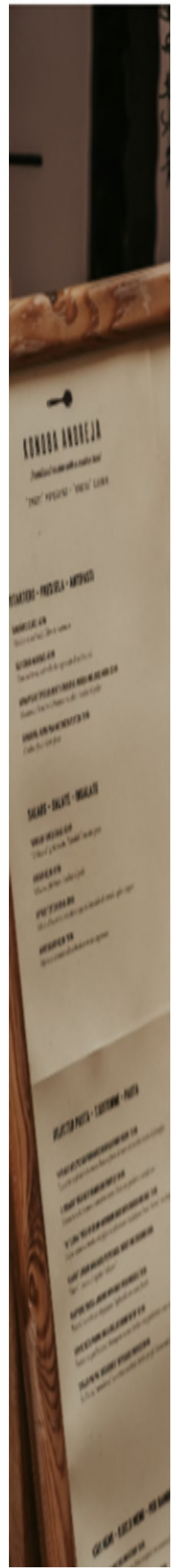


## How We Help Our Clients

- ❖ **Executive Search:** C-suite, VP, and Director-level roles across all functional disciplines
- ❖ **Organizational Development:** Retention Strategy, Succession Planning, and Executive Coaching
- ❖ **HVS Assessment:** Designed to provide deeper insight into executive's management style. HVS assessment allows leaders to throw light on their blind spots as well as identify potential areas for growth and development
- ❖ **Executive On-Boarding:** Designed to ensure your executives effectively assimilate to the professional, social, and cultural challenges of a new role and organization

## What Makes Us Unique

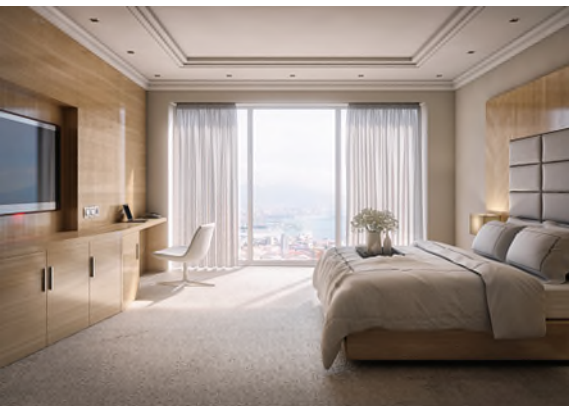
- ❖ **Over 30 years** established leader in Hospitality industry Executive Search
- ❖ **All Search Consultants** have Hospitality industry experience
- ❖ **Hospitality Industry specific** - Hotel, Restaurant, Real Estate, and Travel & Leisure sectors
- ❖ **Consistently Strong Net Promoter Scores**, averaging 95%
- ❖ **Proprietary database, SPIDER®** - Largest in the hospitality industry and regularly updated by our Global Data Management Team
- ❖ **Project Teams** of at least two search Consultants and an Administrator. Managing Director involved in the entire search process with a hands-on collaborative approach
- ❖ **Weekly Candidate Update Reports** to include all research. We believe in *full transparency*
- ❖ **Candidate Referencing** prior to presentation for added insight and perspective
- ❖ **Offer Term Sheets** prepared and discussed prior to formal delivery of an offer letter
- ❖ **Proprietary HVS Assessment** and **In-House Onboarding** services available and supported by our Organizational Development Alliance Partner, Sheetal Singh, Ph.D.





## Primary Areas of Focus

- ❖ **RESTAURANTS** - Publicly Traded, Franchisor, Franchisee, and Private Equity Sponsored
- ❖ **HOTELS** - Brands, Management Companies, and Private Equity Sponsored
- ❖ **REAL ESTATE** - REITS, Hotel Owner/Developers, and Private Equity Sponsored
- ❖ **TRAVEL & LEISURE** - Digital Travel Technology, Gaming, Visitor Attractions, Tour Operator, and Theme Parks & Entertainment



## **HVS Executive Search Methodology** *Partnership Through Flexibility*



### Company Analysis & Profiling (week 1)

- ❖ Kick-off call to discuss the opportunity and conduct a Cultural Assessment
- ❖ Compelling Opportunity Profile created
- ❖ Targeted Company/Asset Research list created
- ❖ Weekly Candidate Review Calls scheduled




### Research Identification & Assessment (weeks 2-10)

- ❖ Sourcing and identifying qualified candidates through our database, LinkedIn Recruiter Pro, and our valued sources
- ❖ Interviews and reference check conducted
- ❖ HVS Assessment administered
- ❖ Resumes, HVS Assessment reports, and compensation breakdown of the top candidates are presented on Weekly Candidate Review Calls



### Feedback & Offer (weeks 11-12)

- ❖ Feedback from all parties is reviewed to determine course of action
  - ❖ References provided at Client request
  - ❖ Offer Term Sheet and Compensation Negotiation provided at Client discretion
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## Diversity

**"Diversity and inclusion are more than just words for us; they are our passion and our principles that drive our innovation. We are always evolving our programs, tools, and networks to help our employees grow and make a positive impact in their roles. We know through experience that different points of view create a stronger and more creative work environment that delivers better results. We work within a global, multicultural community, and we want to reflect that inside our walls."**

***Bill Conn, EVP, Managing Director  
Is a member of the  
DEI Committee at HVS International***

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## HVS Executive Search Leadership Team



**Court Williams**  
Chief Executive Officer  
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**Bill Conn**  
Executive Vice President  
& Managing Director  
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**Wendy Hollander**  
Chief Administrative  
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New York  
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## HVS Executive Search Team



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Vice President  
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# HVS International Executive Search Team



**Florian Kittler**  
Managing Director  
Europe & Asia Pacific  
London & Frankfurt



**Axel Stadler**  
Vice President  
Asia Pacific  
Kuala Lumpur



**Jennifer Hu**  
Vice President  
Asia Pacific  
Melbourne



**Sofie Otto**  
Director of  
Administration  
Europe & Asia Pacific  
Cape Town



**Pablo Torres**  
Director Europe  
Spain



**Bhavna Bhatia**  
Vice President  
Middle East & Africa  
New Delhi





**Shaloo Dhillon**  
Vice President  
India & South Asia  
Gurugram



# Organizational Development Hiring, Developing and Retaining Exceptional Talent



## **Sheetal Singh, Ph.D. – Alliance Partner – Organizational Development**

Sheetal Singh, Ph.D. is an award-winning researcher, author, corporate trainer, and a leadership coach and advisor to CEOs, Cabinet Members, and Heads of State. She is an alliance partner with HVS and is the founder of OTI Advisors - a growing organizational development advisory practice. Dr. Singh is an Associate Clinical Professor at Robert H. Smith School of Business, University of Maryland and has spent over a decade studying leadership and emotional labor in hospitality firms. Dr. Singh's background in studying individual behavior in organizations, combined with her work experience with some of the best brands in the hospitality industry, give her a unique insight into serving HVS clients with evidence based scientific and practical solutions to their development needs. She completed her Ph.D. in Organizational Behavior and Strategy from University of Maryland's Robert H. Smith School of Business. She completed her undergraduate work in Commerce from Delhi University and in Hotel Administration from the Institute of Hotel Management, Delhi, India. She also completed a Post-Graduate Diploma in Hotel Management from The Oberoi Centre of Learning and Development, Delhi, India. She has been invited to speak at Cornell University's School of Hotel Administration and continues to serve as a mentor to the Leadership Development Program at their School of Hotel Administration.

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Please contact  
**Court Williams, CEO**  
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to find out more about our process  
& allow  
**HVS Executive Search**  
to learn about your Company's  
Executive Search needs.