



SHINE 2:

ENGAGING FUTURE GM PROGRAM

SHINE 2 is a structured leadership development program, designed to support our identified internal talent in their transition from Hotel Director level to a Hotel Manager or General Manager position.

Successful participants will **move into a HM/GM position within 12 months** of completing **Shine 2**, subject to job availability. The career paths of all participants are regularly reviewed during Talent Reviews to ensure the right moves take place at the right time.

PROGRAM OVERVIEW

The Program runs over 9 months and includes:

- Psychometric assessment
- GM Technical Skills Profile assessment
- Leadership cross exposure
- Residential & Virtual Development Center
- CDP aligned to your technical and leadership capabilities
- Webinars and curated elearning
- On the job learning tools
- Hotel based business project
- Personal mentor (VP Ops, AGM, GM or Area specialist)

BENEFITS

Transitioning to an HM/GM position is a significant career step, and SHINE 2 will help participants prepare. The program is designed to build critically important competencies including technical, business, and leadership skills.

Being part of a high potential talent group will provide participants with great teamwork and networking opportunities, as well as exposure to senior executives at VP level. The support and sponsorship of our business leaders is an invaluable part of this experience.

COSTS

Costs are \$2000 per person excluding travel costs.



PARTICIPANT PROFILE

The Program is intended for Directors at hotel Executive Committee level with the proven ability, ambition and drive to become a successful HM/GM. Participants should be nominated by their GMs and approved by the Area VP Operations, HR VPs and Talent Management.

The selection criteria includes reasoning tests (verbal, numerical,) Talent Review ratings. Regional and global mobility is also taken into account. It is likely that participants completed SHINE1 before attending this program.

QUESTIONS?

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“ Having the opportunity to participate in the Shine 2 program was critical to my international promotion within the company. The high level of teaching, with content from Harvard Manage Mentor University and eCornell, along with the mentoring of Senior Executives, provided me with the tools I needed to assist me in my development to reach this new position. Without a doubt, Hilton excels in the selection, promotion and retention of talents, ensuring the formation of winning teams and committed to their personal and professional development.”



*Ricardo Kawa, GM, Embassy Suites,
Santo Domingo - Dominican Republic*

“Shine 2 provided me with the opportunity to meet an extraordinary group of peers with which I shared many valuable moments before, during and after the course. It also allowed me to get to know some of our senior management for the first time. Needless to say, that Shine GM became my stepping stone to enrich my professional career within Hilton. Shine 2 permits one to get the necessary vision of the company and to pack the necessary stuff for a great hotel management journey. And finally, I'd add that the course allows one to see but also be seen!”



*Pierre Kranzle, GM, Hilton
Guadalajara Midtown - Mexico*