



FLOURISH

FUTURE LEADERS DEVELOPMENT PROGRAMME

CRAFT YOUR LEADERSHIP DEVELOPMENT JOURNEY WITH KEMPINSKI

Kempinski

HOTELIERS SINCE 1897

Our Commitment To Your Development

Our mission for personal development at Kempinski focuses around four key pillars:

- Attract the right people
- Develop their capabilities
- Engage and retain them
- Drive their individual performance through training and empowerment

At Kempinski we know that people are our greatest asset. This is why we are fully committed to your development and growth, assisting you to reach your full potential.

Flourish has been designed to put you at the centre of your own development, empowering you to achieve your career goals. The programme is dedicated to creating growth and encourages personal and professional development.

FLOURISH

Management Trainee Programme

Kempinski is Europe's oldest luxury hotel brand. As a company, we have always been focused on developing tomorrow's leaders. *Flourish* is a bespoke Management Training programme that puts you at the centre of the journey.

We don't believe that one size fits all. A Management Trainee programme should be something very personal and we want to ensure that you have a bespoke development journey that is in harmony with your personal development journey – it's time to *Flourish* with Kempinski!

If you are a hotel school graduate with a bachelor's degree in hospitality and at least 12 months' operational experience in hotels, or a current Kempinski employee with at least 3 years' experience with us, then this programme is for you.

Join us on your leadership development journey and *Flourish* with Kempinski.

Welcome To Flourish

Learn. Experience and practice. Grow and lead. These three essential components are the key to your success, as you aspire to become a future leader in hospitality.

Flourish has been specifically designed to empower you to craft your leadership development journey while gaining important operational experience and relevant leadership competencies.

Over 18 months, you will embark upon a journey of learning, underpinned by operational experience that focuses on sharpening your leadership competencies and preparing you for a middle management position, on successful completion of your journey.

Let's craft your career together!

80+ PROPERTIES

36 COUNTRIES

30 HOTELS & RESIDENCES
IN DEVELOPMENT

19,604 STAFF

Starting Your Journey With Flourish

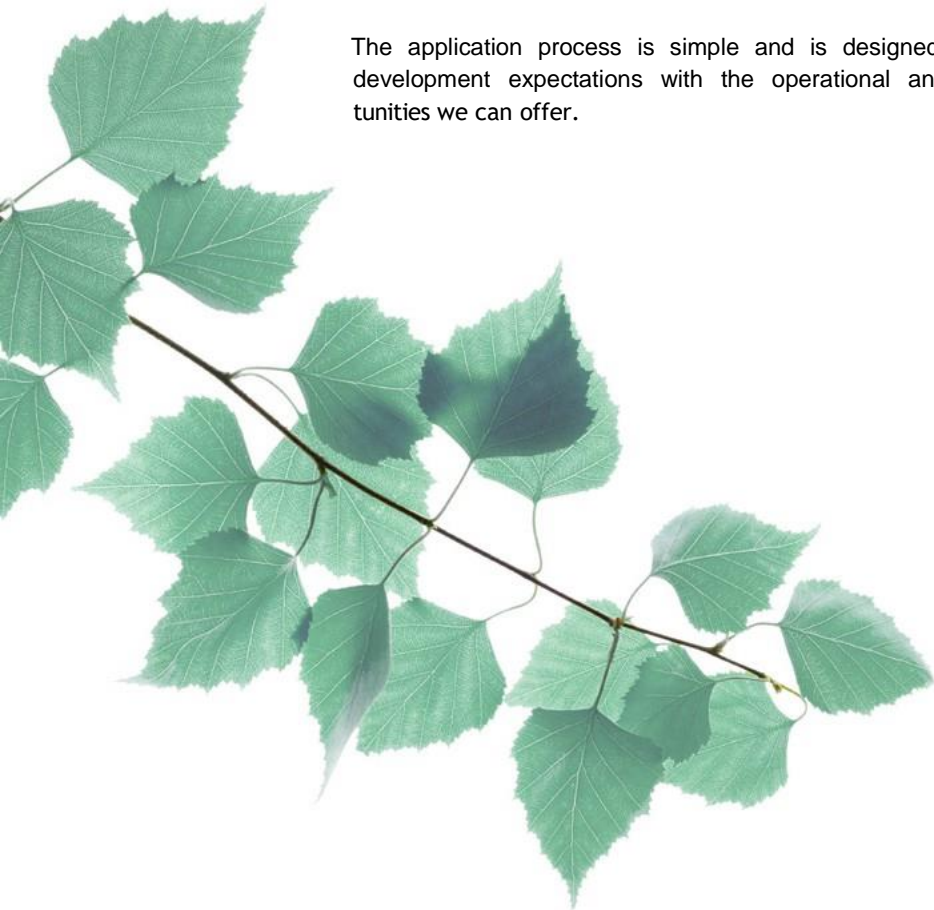
Your journey starts with getting to know each other better. We want to elevate your development journey to achieve your aspirational goals together. Kempinski DNA is our guiding principle.

The application process is simple and is designed to match your development expectations with the operational and growth opportunities we can offer.

What are the requirements to take advantage of the *Flourish* programme?

- **Completion of the SHL** – Graduate Assessment
- For **Hotel School Graduates**, submission of final Graduate grading with a **minimum 3.5 grade point average**
- For Kempinski employees, submission of the two most recent yearend performance appraisals with a **proficiency rating of at least advanced** in both assessments
- **Interview process** with the Regional Human Resources Manager, Regional Chief Operating Officer and Corporate Vice President Training and Quality
- **Final affirmation interview** with the General Manager of the hotel where you will be based

Are you ready to take up the challenge of crafting your management career? We're waiting for you!



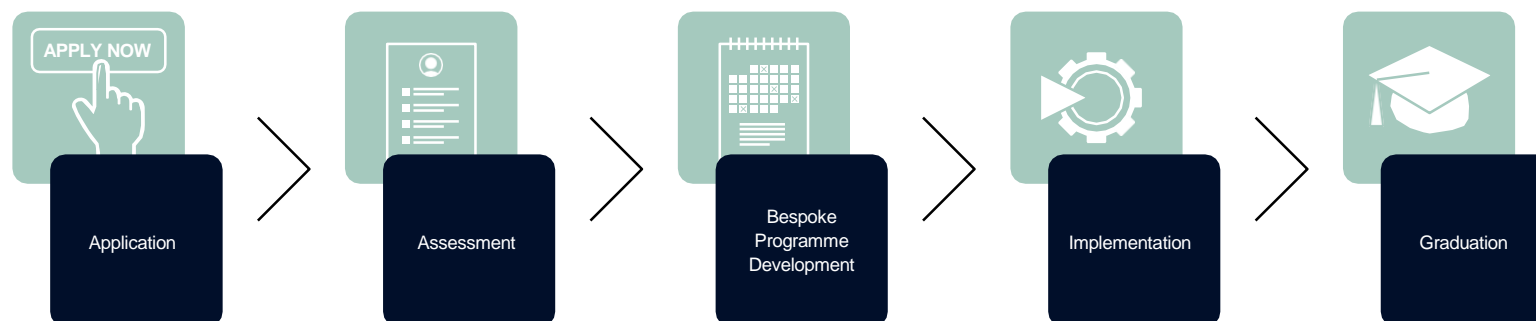
How Do You Flourish With Kempinski?

Your success is our mandate. To meet your expectations we craft a development journey that is tailored to your needs. To support this, we first complete a detailed assessment.

In this case, one size definitely does not fit all. The goal is to prepare you to take ownership of your career and make a change. This is because we believe in developing talent from the ground up, ensuring that you experience all facets of your chosen area of expertise and that you are fully prepared to take on a middle management position at the end of the programme.

Flourish will take your career to the next level!

HOW THE PROGRAMME WORKS



What Can You Expect From Flourish?

We know that people are different, and the ambition of our Management Trainee programme is to set you on the path to a successful career with Kempinski.

You will gain international experience, immersing yourself in the world of luxury hospitality with Europe's oldest luxury hotel group. Your journey will be diverse and you will experience the many facets of working in either Rooms or Food & Beverage.

You will feel empowered to ask why, to thoughtfully question decisions, and suggest bold new ideas. Your colleagues will support you along the way. Kempinski's DNA of being people orientated, straight forward, celebrating entrepreneurial performance, being empowered to create traditions and our celebration of European luxury will be the corner stones that underpin your journey.

We will provide you with the tools and encouragement you need to thrive and embrace the entrepreneurial spirit that makes Kempinski special. With care, passion and pride, you can embark on an exciting and flourishing career, crafted by you.

PROGRAMME OVERVIEW ROOMS

QUARTER 1

Introduction to the Programme and overview of key departments and operational procedures for Rooms Division

QUARTER 2

Front Office / Concierge

QUARTER 3

Night Shift / Guest Services

QUARTER 4

Accounting / Reservations / Cross Exposure

QUARTER 5

Cap Stone Project / Cross Exposure / Focus on Department of Choice

QUARTER 6

Focus on Department of Choice Management Skill Development / Presentation of Cap Stone Project / Graduation

PROGRAMME OVERVIEW FOOD & BEVERAGE

QUARTER 1

Restaurants Breakfast / Restaurants / Room Service
Introduction to the Programme and overview of key departments and operational procedures for Food & Beverage

QUARTER 2

Restaurants / Bar / Lobby Lounge

QUARTER 3

Stewarding / Food & Beverage Administration / Meeting & Event Sales

QUARTER 4

Accounting / Meeting & Events Operations / Purchasing

QUARTER 5

Cap Stone Project / Cross Exposure / Focus on Department of Choice

QUARTER 6

Focus on Department of Choice Management Skill Development /
Presentation of Cap Stone Project / Graduation

Disclaimer

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