

Ask the experts ATTRACTING TALENT IN THE WORKPLACE



Ben Seidel
President and CEO
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Q How has today's workforce changed your hiring and associate management processes?

A Today's workforce wants to be "enfranchised" by their leadership. The result has

been a mentorship program to engage in career development for associates personally and enhances bench strength and performance results. These younger professionals have

made it clear that if they work in an environment where their leadership is not trustworthy, shows little integrity or does not support and mentor their career growth, they have no problem

leaving that environment and finding employment elsewhere, even for less money.

To contact Real Hospitality Group, call (410) 213-1970.

Q With today's labor force, how are you creating loyalty?

A Two years ago, we established a Millennial Advisory Board, which has now become the N.E.W. Advisory Group (New Era Workforce), made up of our younger, career-oriented managers and supervisors. Their voices have become extremely important to our organization. The feedback has resulted in several amendments to our policies and programs, especially within our human resources division. Our overall benefit plans, PTO and performance review platforms have been revised to accommodate the needs and wants of this group of professionals. It also gives a connection for networking, collaboration and interaction across the portfolio.

Q How are you meeting the changing needs of the new labor force in our industry?

A We added vacation time to our benefit structures. Additionally, we now allow for flexible use of vacation and paid-time-off benefits. We want our associates to have a balance of personal and work life. These younger, tech-savvy team members stay connected to their responsi-

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