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Fostering a Culture of Inclusion and Belonging

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FOSTERING A CULTURE OF INCLUSION AND BELONGING

PRESENTED BY TIEFEL SCHOLARS:

HANNAH BERNARD '24

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SPENCER MAH '24



THE
TIEFEL
PROJECT

About JWU's Tiefel Project

In 2004, William "Bill" Tiefel, a longtime Marriott executive and hotel industry icon, established the Tiefel Chair

A prestigious educational opportunity in which students work with hospitality executives to solve real world industry problems

Offers students an intensive, project-based experiential learning opportunity conducted under the supervision of a faculty member.



THE
TIEFEL
PROJECT

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LOEWS

HOTELS



BACKGROUND



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RESEARCH OBJECTIVES

- 1 What are the success factors and common pitfalls of leadership development programs?
- 2 What support might first-time supervisors need in the form of training and mentoring?
- 3 What support might their mentors and organizations need in order to set them up for success and create a culture of inclusion and belonging?



METHODS





"The partnership we create with each and every Team Member is the most important one of them all."

- LOEWS HOTEL & CO



LEADERSHIP
DEVELOPMENT
PROGRAMS

MENTORSHIP
PROGRAMS

CREATING
SURVEYS

FINDINGS





“THE WORK THAT YOU DID WAS TREMENDOUS. THE WAY YOU DELVE INTO THE RESEARCH REALLY SHOWED THE APPLICATION OF WHAT YOU’VE LEARNED IN THE CLASSROOM”

JOHN COTTRILL, CHIEF OPERATION OFFICER, LOEWS HOTELS.

Conclusion

THE RESEARCH WAS FOCUSED ON SUCCESSES AND PITFALLS OF LEADERSHIP DEVELOPMENT, FIRST-TIME SUPPORT LEADERS NEEDED IN THE FORM OF TRAINING AND MENTORING, AND SUPPORT MENTORS AND ORGANIZATIONS NEEDED TO CREATE SUCCESS AND A CULTURE OF INCLUSION.

CONTACT US



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Loews Hotels & Co. Diversity, Equity, and Inclusion Research Paper

FALL 2022 DIRECTED EXPERIENTIAL EDUCATION
FINAL PROJECT

