



**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.

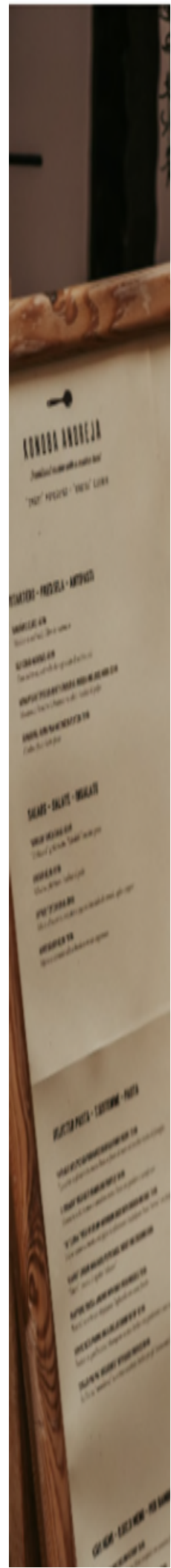


How We Help Our Clients

- ❖ **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.





Diversity

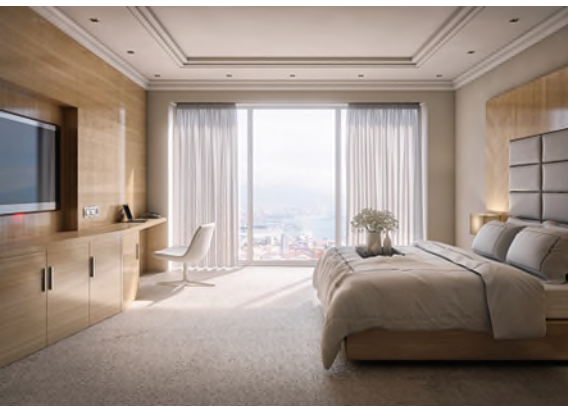
"Diversity and inclusion are more than just words for us; they are our passion and our principles that drive our innovation. We are always evolving our programs, tools, and networks to help our employees grow and make a positive impact in their roles. We know through experience that different points 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**



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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HVS Executive Search

Leadership Team



Court Williams is Chief Executive Officer of HVS Executive Search based in New York and has over 33 years of retained Hospitality Executive Search experience within the Hotel, Restaurant, and Travel/Leisure industries. He also leads the global growth strategy for HVS Executive Search. Court directs his team in senior hospitality executive searches across all functional areas, including Operations, Human Resources, Sales/Marketing, Finance, Real Estate, Franchise Development, Technology, and Supply Chain/Logistics, working with clients in the private equity, hotel management, restaurant, hotel investment/REITS, and leisure venue industries. Court is on the Advisory Board of Shift One and remains an active Cornell alumnus through student coaching with Cornell University's Hospitality Leadership Development Institute. Court began his career in the restaurant industry after graduating from Cornell's Hotel School, gaining multi-unit operational experience prior to launching a career in Human Resources/Recruiting. Having gained experience in executive recruitment from the brand side, the desire to work with a broader range of hospitality clients led Court to a career in retained executive search beginning in 1990. Court and his wife reside in both Connecticut and Vermont and have two young adult children. He enjoys boating, skiing, fly-fishing in Vermont, traveling, and food/wine.

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Bill Conn is Executive Vice President & Managing Director, Atlanta based and is a member of the Leadership Team. Bill's 15 years of experience in financial services, hospitality-related business development, and sales management, coupled with 16+ years in Hospitality Executive Search, allows him to bring a multi-dimensional approach to his work at HVS. Bill leads Business Development, Client Relations, and Operations, as well as C-level searches across all functional areas in Operations, Marketing, Human Resources, Sales/Marketing, Finance, Franchise Development, Technology, Culinary, and Supply Chain/Logistics in the hotel, restaurant, and travel/leisure industries. Bill views his role as that of a strategic partner helping his clients solve problems and achieve their business goals. He is a member of the Board of Trustees at The Cliff Valley School in Atlanta, GA. Bill enjoys family time with his wife, their children, and grandson. In his free time, he pursues his passions in road biking, autocross, and bowling. Bill is a graduate of Skidmore College in Saratoga Springs, NY, with a Bachelor of Science degree in Business with a minor in Economics.

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HVS Executive Search

Leadership Team



Alice Sherman is Senior Vice President at HVS Executive Search, based in Los Angeles. As part of the Leadership Team, Alice runs all in-house training and oversees new consultants in the Americas, ensuring process and high standards. Alice has over 13 years of hospitality experience and began her career in executive search in 2016. Prior to HVS, Alice worked in the fine-dining restaurant and boutique hotel industries in roles such as recruitment and training, openings, operations, public relations, and communications. She uses her breadth of hands-on industry experience to better serve her clients that are looking to build teams in all departmental functions. Alice serves as President of the Board for Jewish National Fund's Young Professionals LA Chapter, a 501(c)(3) nonprofit, and is an Advisory Board Member for the University of California Irvine Customer Service Program. Outside of work, she enjoys reading, traveling, and hiking with her dog. Alice graduated from the University of Miami with a Bachelor of Arts.

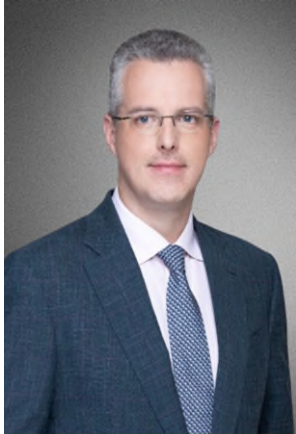
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Wendy Hollander is Vice President of Administration at HVS Executive Search based in New York. As part of the Leadership Team, Wendy oversees all operations, employee relations, and administrative activities for the team, ensuring development and implementation of efficient processes and systems to meet the current and future needs of the organization. Wendy brings over 10 years of experience in the hospitality/meeting and events industry, where she led teams to produce successful programs and worked with hotels to target process improvements and enhance client satisfaction. She excels at being a dedicated, proactive professional with demonstrated success supporting the achievement of extraordinary customer experiences, and a multitude of business and sales objectives. Outside of work, Wendy can be found enjoying time with her children and her church. Wendy is a graduate of Susquehanna University with a Bachelor of Arts in Psychology.

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HVS Executive Search Team



Jens Busch is Vice President at HVS Executive Search. Jens has held various leadership roles with increasing responsibility over time in international luxury hotels and integrated casino resorts. With a journey spanning more than two decades, he has been with Hyatt Hotels & Resorts, Jumeirah Hotels, Marriott International, and Sands Resorts Macau. Jens is equipped with an extensive network and leadership insights, which he leverages at HVS Executive Search to fulfill senior leadership appointments with clients globally. Prior to joining HVS, Jens was most recently leading Marriott's largest hotel room operations at the Sheraton and St. Regis Hotels in Macau, with more than 4,000 keys. Jens is part of the Industry Advisory Board for the Macau University of Science & Technology, Faculty of Hospitality & Tourism Management. He's passionate about running, taekwondo, and spending time with the family in his spare time. Jens graduated from the MODUL Hotel and Tourism School in Vienna, Austria, with a Diploma in Hotel Management and Tourism. In 2019, he completed the SC Johnson College of Business General Managers Program at Cornell University in Ithaca, New York.

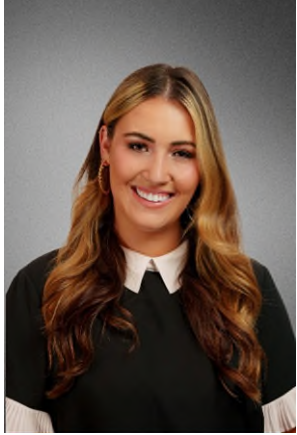
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Matt Black is Vice President at HVS Executive Search based in New York City. Matt has over 8 years of experience leading senior and executive-level searches, both internally and externally, for hospitality and restaurant brands. Prior to joining HVS Executive Search, Matt worked as an external search partner for many globally renowned, chef-driven restaurant groups, lifestyle hotels, real estate owners/ operators, and food-tech brands. He also led the internal Talent Acquisition function for a fast-casual restaurant group backed by Bain Capital. Matt's wide-ranging client experience, paired with an understanding that each client's unique characteristics require equally specific leadership across business functions, allows him to effectively partner with clients to identify, attract, and hire proven and impactful executive leaders. Matt enjoys playing soccer, gallery and museum hopping in his free time, and exploring NYC's ever-evolving restaurant landscape. Matt holds a Master's degree in Human Resources Management from Georgetown University and a Bachelor's degree from Indiana University, Bloomington.

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HVS Executive Search Team



Caroline Lind is a Search Consultant at HVS Executive Search based in Kansas City. Prior to joining HVS, Caroline worked as a recruiter specializing in a multitude of roles ranging from entry-level to C-suite in the product management, supply chain, and IT areas. Caroline excels at being a hands-on worker, using her experience to better serve her clients and guide them to success from the start of the search to the final placement. Outside of work, Caroline enjoys spending time with her family and friends, traveling, and trying new restaurants. Caroline graduated from the University of Arkansas with a Bachelor of Arts degree.

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Jessica Mallari is the Administrative Manager at HVS Executive Search based in San Diego. Prior to joining HVS, Jessica worked as an Administrative Assistant specializing in luxury real estate, where she helped aid in scheduling, invoice processing, and client relations. She excels in supporting all administrative functions and is a reliable team member working towards meeting any diverse challenge. Outside of work, Jessica loves playing beach volleyball and walking her dogs. Jessica graduated from Chapman University with a Bachelor of Science degree in Business Administration with an emphasis in Finance and a minor in Leadership Studies.

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HVS International

Executive Search Team



Florian Kittler is the Managing Director at HVS Executive Search for Europe and Asia Pacific based in London and Frankfurt. Florian has built up over two decades of valuable experience in the hospitality and executive recruitment industry across Europe, the Middle East, and Asia Pacific. At HVS Executive Search, Florian uses his extensive network and hospitality insights to fulfill senior executive appointments with his clients. Prior to joining HVS, Florian had gained his operational leadership know-how with several global 5-star hotel chains, including Shangri-La, Mandarin Oriental, and Hyatt. In Executive Search, he was heading the Hospitality & Leisure sector for Comrise Consulting across Asia and for PSD Group in Greater China. Originally from Berlin, Florian has spent the last 30 years internationally in Germany, Switzerland, Dubai, Hong Kong, Doha, Manila, Beijing, and Shanghai while always being connected to his passion for the hospitality industry. He studied Hospitality & Restaurant Management at the University Centre 'Cesar Ritz' in Switzerland.

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Axel Stadler is Vice President with HVS Executive Search Asia Pacific based in Kuala Lumpur, Malaysia. Born in Germany, Axel has been living and working overseas for almost 20 years. Following several management positions in the international hotel industry and graduating with a Master's in hotel management, Axel joined hospitality recruitment in 2001. He has over 20 years of senior executive recruitment experience in 3 major markets (Europe, Middle East, and Asia), including over 10 years of top management recruiting and business development expertise in Asia Pacific. Besides work, Axel is passionate about sports, fitness, traveling, food & beverage trends, and blockchain technologies.

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HVS International

Executive Search Team



Jennifer Hu is Vice President with HVS Executive Search Asia Pacific based in Melbourne, Australia. She specializes in senior executive appointments across the vibrant industries of hotels, restaurants, real estate, and travel and leisure in the Asia-Pacific region. With a robust background spanning a decade in hotel and leisure management at prestigious establishments like Ritz-Carlton and Shangri-La, Jennifer seamlessly transitioned into the world of executive recruitment. Over the past 15 years, she has been instrumental in crafting high-impact leadership teams that drive success across the region. A Dutch national, Jennifer is an alumna of NHL Stenden University in The Netherlands, holding a Bachelor's degree in Hotel Management. Having resided and worked in Asia for over two decades, her in-depth knowledge of the region's talent landscape is unparalleled. Beyond her professional prowess, Jennifer is deeply committed to family, exploration, culinary pursuits, and a holistic approach to health and wellness.

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Sofie Otto is the Director of Administration Europe & Asia Pacific for HVS Executive Search based in Cape Town. She joined HVS in 2017 and organizes conferences and seminars, conducts assignment research, and maintains relations with clients and key industry partners. She graduated from Granger Bay Hotel School at CPUT with a B-Tech in Hospitality Management. Before joining HVS, she taught English in Thailand and worked in luxury hotels in Cape Town and Berlin before curating and selling customized tours for high-end clients travelling to Southern Africa. She is caring, empathetic, determined, and enjoys learning about other people and experiencing new cultures.

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HVS International

Executive Search Team



Pablo Torres is a Director at HVS Executive Search, based in Alicante, Spain. With Spanish origins, Pablo has cultivated a global hospitality career, amassing over 20 years of international experience. Prior to joining HVS Executive Search, he provided consulting and training services to 5-star hotels across 26 countries. During this time, he successfully engaged in over 300 on-site projects, fostering a vast and influential professional network. Beyond Pablo's executive role, he is a multifaceted figure in the industry, known as a captivating keynote speaker, a podcast host, and a valuable contributor to various media outlets. His contributions and influence have earned him recognition as one of Spain's top 150 influential tourism professionals, and he has also been listed among the Top 25 Global Social Media Influencers in Hospitality. Pablo's journey in the hospitality industry commenced with a focus on hotel management, specifically in Rooms and Revenue Management in Spain, Ireland, and England, where he dedicated a decade of his career. He later transitioned to a successful 11-year consulting career in London with TSA before returning to Spain to take on his current role. Additionally, he spearheads a hospitality educational platform, demonstrating his commitment to sharing knowledge and expertise within the industry. Pablo holds a degree in Hotel Management and an Executive MBA from IE Business School, Madrid.

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Bhavna Bhatia is the Vice President of HVS Executive Search for Middle East and Africa region. She joined HVS in 2007 and brings an in-depth knowledge of executive search consulting and a strong pre-existing international and regional network of contacts in hospitality and allied sectors. Over the years that she has been with HVS, Bhavna has successfully engaged on several senior executive hires and C-level mandates. She has also managed mid-level recruitments, large project hirings, and placed pre-opening teams in Middle East, Africa, and India. She is skilled in providing advisory executive search support for start-ups in the hospitality, healthcare, real estate, and entertainment sectors. Bhavna is a hospitality graduate from the Institute of Hotel Management, New Delhi, an English Literature Graduate from Delhi University, and an MBA from Symbiosis University, Pune, India. Prior to joining HVS, she spent nine years in the hotel industry, working with Hyatt Hotels and The Park Group in India. Born in New Delhi, Bhavna is an ardent traveler and has lived across a number of cities in the Middle East, Argentina, and India.

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HVS International

Executive Search Team



Ajay Mehtani is Senior Vice President at HVS Executive Search based in New Delhi. Ajay has over 30 years of experience in Hospitality, FMCG, ITES, and Private Equity. He has worked with InterContinental Hotels Group (IHG), leading the Sales and Marketing function in Southwest Asia to grow the presence of IHG brands to over 3500+ rooms across InterContinental, Crowne Plaza, and Holiday Inn brands in the region. Ajay has worked with Quatro Global Services, looking after the Travel & Hospitality Solutions division, and with Duet India Hotels, handling Asset Management and Development for an investment of over \$300 million in internationally branded mid-scale hotels across India. Prior to joining HVS, he worked with Starwood Hotels & Resorts as Regional Director - New Builds, Transitions & Franchise Support for South Asia. He has completed his Master's in Marketing and Hospitality with Certification in Digital Marketing, Foundation of Business Strategy, Fundamentals of Revenue Management, and the Executive Program in Marketing Strategy from IIM Lucknow.

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Shaloo Dhillon is Vice President of HVS Executive Search based in Gurugram. During her career span of over 20 years, she has worked in Luxury Hospitality with leading brands like Oberoi Hotels, Taj Hotels, and Six Senses Resorts in India and abroad. She brings a rich & diverse experience in Hotel Operations, Learning & Development, Human Resources, and Executive Search in India, Jordan, Thailand, and Indonesia. Shaloo graduated from the prestigious Oberoi Centre for Learning and Development, New Delhi, and subsequently completed her Master's in Human Resource Management from the University of Liverpool, UK.

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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 cwilliams@hvs.com
to find out more about our process and
allow **[HVS Executive Search](#)**
to learn about your Company's Executive Search needs.

HVS Executive Search Leadership Team



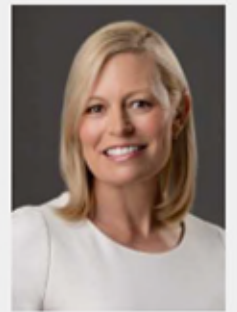
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