

“Sandals : Creating Tomorrow’s Leaders Today”

Presented by



Rodcliffe Robertson

1/24/2008





THE CORPORATE MISSION STATEMENT

“To offer the ultimate Caribbean vacation experience by Innovatively, reliably and consistently providing the safest and highest quality services and facilities to guests, while attaching a premium to our human resources and being among the most environmentally responsible and community friendly groups in the hospitality industry”



N Jamaica



1981



78°

77°

N Jamaica



1989



78°

77°

N Jamaica



1991



N Caribbean Sea



1991

5

N Caribbean Sea

Gulf of Mexico

Atlantic Ocean



CAYMAN ISLANDS

CUBA

JAMAICA

HAITI

DOMINICAN REPUBLIC

PUERTO RICO

U.S. VIRGIN ISLANDS

BRITISH VIRGIN ISLANDS

ANGUILLA

ANTIGUA AND BARBUDA

MONTSERRAT

ST. KITTS AND NEVIS

GUADELOUPE

DOMINICA

MARTINIQUE

NETHERLANDS ANTILLES

ST. LUCIA

BARBADOS

ST. VINCENT AND THE GRENADINES

GRENADA

TRINIDAD & TOBAGO

NAVASSA ISLAND

Caribbean Sea

CURAÇAO

2006



N Jamaica

Caribbean Sea



2006



78°

77°



Hon. Gordon "Butch" Stewart



Sandals

1/24/2008



The
Sandals/Beaches
QUALITY ADVANTAGE

THE HOUSE THAT BUTCH BUILT

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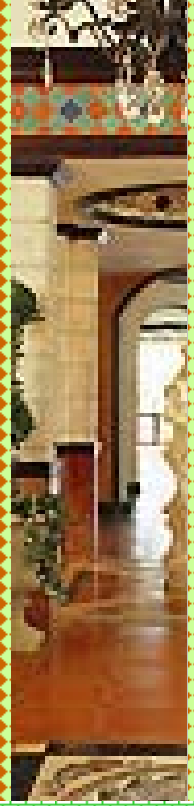
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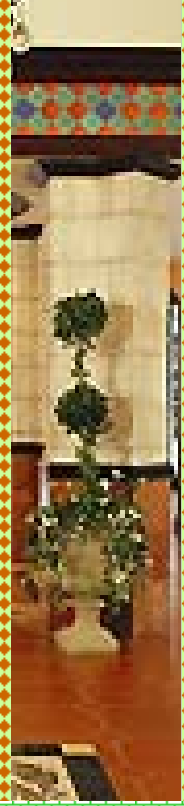
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Sandals ORGANIZATIONAL VALUES

The "Butch Stewart" Philosophy

"GIVE THE GUEST MORE THAN HE/SHE EXPECTS"





We Target...



- ◆ **Primary Schools**
- ◆ **Secondary Schools**
- ◆ **Post high school academies**
- ◆ **Community Colleges**
- ◆ **Local Universities**
- ◆ **Foreign-Based Universities**
- ◆ **Present staff**



Tourism In School Programmes

- ◆ Tourism Action Clubs
- ◆ Cell group talks
- ◆ Tourism awareness weeks
- ◆ Expositions
- ◆ Participation in high schools' career days
- ◆ College hospitality business advisory boards
- ◆ Mock interviews
- ◆ Work experience programmes
- ◆ Staff evaluations
- ◆ Staff development programme





Work Experience Programmes

- ◆ High Schools
 - ◆ Community Colleges
 - ◆ H.E.A.R.T./NTA
 - ◆ Universities
- ◆ Human investment
 - ◆ Sandals accepts only potential employees





Trainee Managers Programme

- ◆ Graduates in related areas
- ◆ Current employees

- Leader or Potential leader
- Some experience would be an asset
- Positive attitude
- Willingness to learn



♦ Rooms Division Trainee Mgr.

- Covering all aspects of the hotels operations from reservations to maintenance to check-out

♦ Food & Beverage Trainee Mgr.

- Covering the passage of food in a hotel from purchasing to service including costing and environmental preservation matters and safety issues





Trainee Accountants & Cost Controllers

- Qualification in accounts required
- Must all be willing to learn other aspects of the hotel life



♦ Tourism Management Trainees

- Specializing in areas such as Sales, tours and revenue management, public relations etc.



Scholarships & Fellowships

- ◆ Negotiate scholarships with leading hospitality schools and universities around the world
- ◆ Development of joint programmes e.g. an Associates Degree in Customer Service Management with Hocking College – Cleveland Ohio
- ◆ Joint programmes now in the making with the Suriname School of Tourism & Hospitality
- ◆ Programmes with George Washington University
- ◆ Action Learning programmes with Revans University and IMCA





Sandals Corporate University (SCU)

- ◆ Setup to:

- Design programmes for the continued training and development of our work force
- Seek alliance with the best training institutions worldwide to obtain scholarships and fellowships for our workers.
- Have all workers undergo a mandatory 120 hours of training each year





**“Only companies that prepare
tomorrows leaders today will
survive the impact of
globalization”**

...Thank you...

rrobertson@sng.sandals.com

