

I SESION DEL BCP

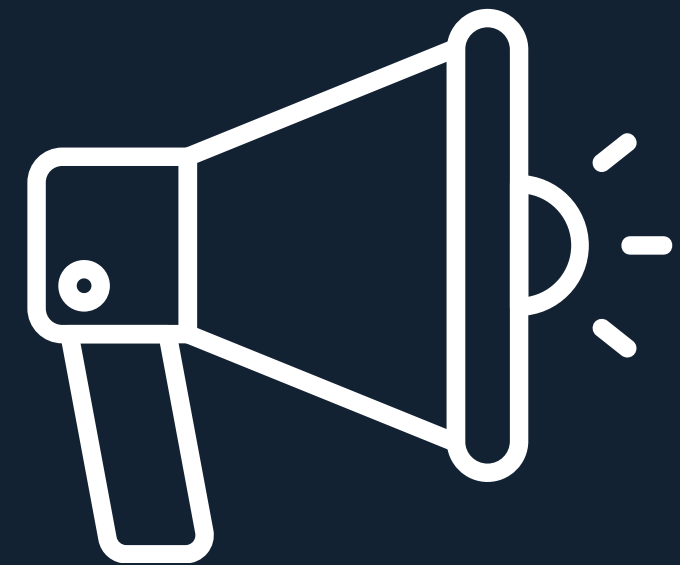
THE HOSPITALITY ECONOMY

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1 — INTRODUCTION

GOOD NEWS



2 — THE HEALTH QUESTIONS

ALIGNMENT



3 – CORE VALUES

UNDERSTAND WHY IS KEY

CORE VALUES

CORE VALUES ARE THE HEART OF A COMPANY AND CONTRIBUTE TO IT'S LONG-TERM SUCCESS.



CHOOSE YOUR VALUES

Why?

- They unify the company
- They facilitate decision making
- They fortify the organizational culture
- Boost reputation
- They increase productivity



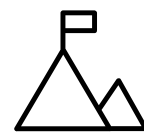
CORE VALUES DEFINED

- Involves everyone
- Be clear and concise
- Prioritize
- Practical examples



COMMUNICATION

- Make them visible
- Everyday language
- Continuous training
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- Recognition programs
- Integration into Daily Processes
- Visual Communication
- External Communication



EXECUTION

Living Our Values Every Day:

- Leading by example
- Being on the same page
- Performance review
- Ongoing feedback

4 FUNDAMENTALS

AUTHENTICITY

Core Value

A word that can be used in the common language of the company, something that is moldable and sustainable that can serve as a model for the leader that adapts to the needs.

CONSISTENCY

Definition

Explanation of each of them in depth to know why.

I'M A CREATURE OF HABIT

Practical Example

Create one for a better understanding of your values.

ALWAYS BE HONEST, EVEN WHEN IT'S DIFFICULT.

Implementation

How does it sound on a day-to-day basis, do you identify with it?

SOMETIMES DIFFICULT DECISIONS ARE THE ONES I HAVE TO MAKE.

PROPOSALS

CORE VALUE

Empathy
Transparency
Present
Confidentiality
Passion
Teamwork
Flexibility

PROPOSAL 1

Genuine Connection
Absolute Clarity Always
Connected Your Trust, Our
Strength
Enthusiasm that is
contagious
Owners of our Success
We adapt, we evolve.

PROPOSAL 2

Your History, Our Priority
Sincere and Direct
Pressing the World
Guaranteed Privacy
Love for what we do
Together We Are Stronger
Change Owners
Agile and Versatile

DEFINITION

- The reason for each of my values.
- My Why

Lead With Science

LEAD WITH SCIENCE

Science drives our business, and passion drives our science. Whether you're doing science, supporting it, or delivering it, leading with science is what we do.

Take On Big Ideas

TAKE ON BIG IDEAS

We take the long view and tackle the big ideas, the unsolvable problems and the bottlenecks that get in the way. We pursue ideas with passion and courage to make a real difference.

Do What's Right

DO WHAT'S RIGHT

We do well by doing good. We act with integrity and pride ourselves on doing the right thing – by each other, our communities, our patients and the world around us.

Be Great Together

BE GREAT TOGETHER

While others talk about teamwork, we actually do it. When you work with smart, fun people, you bring out the best in each other and can do the extraordinary.

Make It Happen

MAKE IT HAPPEN

It may not always be easy, but we figure it out and get it done. We have little appetite for unnecessary bureaucracy that can get in the way of innovation or quality.

OUR GOAL

Purpose

WHERE DO WE WANT TO GO?

Some core values with which we identify as people and as a company.

Methodology

WHAT ARE WE GOING TO DO?

Implementation of new limits and margins, a solid base of values that nourish the company and keep us in a stable environment.

Result

WHAT ARE WE GOING TO ACHIEVE?

Control of people from hiring to their day-to-day performance.

THINGS TO KEEP IN MIND

- Disagreement of one of the parties
- Discomfort of the new methodology
- New language structure

4 – FINAL GOAL

WHERE DO WE WANT TO GO?

A NEW ENVIRONMENT

HOW CAN WE MAINTAIN OUR IMPACT?

1

PROMOTE DIALOGUE

2

YOUR VOICE MATTERS

3

INNOVATION THROUGH EXPERIMENTATION

4

WE WANT TO CREATE A SPACE FOR PEOPLE TO CONNECT AND SHARE



IMMILAND CANADA

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