

Pathway to NetPositiveHospitality

Stage 1

Understand impact & dependencies

1. Gather any available data on employee engagement
2. Check data quality
3. Review current education, training and skills development available to employees
4. Audit the level of knowledge being conserved by employees after taking sustainability training
5. Review any current systems in place to record training taken by employees (e.g. level and frequency of training received)
6. Take stock of any existing skills development, practical training or apprenticeship opportunities currently available to local diversity groups
7. Set a baseline based on qualitative and quantitative data collected

Set targets

8. Set company targets, property-level targets for managed hotels, and suggested targets for franchised hotels, for education, training and career progression for employees
9. Share targets with internal stakeholders, including region HR leads and hotel GMs

Take action

10. Review available guidance to identify relevant actions
11. Determine and gather required resources
12. Review and update governance procedures relating to employee engagement
13. Inform hotels in portfolio about objectives and how these might apply to them

Stage 2

Understand impact & dependencies

1. Take stock of current corporate volunteering opportunities
2. Review current level of engagement of employees and non-employees in sustainability and identify areas for further engagement
3. Review current career path and advancement opportunities for employees and consider how these might be strengthened

Set targets

4. Review and strengthen previous target for education, training and career progression for employees
5. Set new targets for volunteering, sustainability training, sustainability engagement

Take action

6. Review guidance to identify relevant actions
7. Record progress towards employee engagement targets in the Sustainability Monitoring System (SMS)
8. Determine and gather required resources
9. Review and update governance procedures relating to employee engagement
10. Raise employee awareness of sustainability commitments, and their role in achieving them

Stage 3

Understand impact & dependencies

1. Review current opportunities for employees to suggest new sustainability initiatives, and current level of engagement
2. Review how employees are made aware of career path and advancement opportunities

Set targets

3. Review, strengthen and extend targets, to include offering upskilling / reskilling opportunities for employees and value chain partners

Take action

4. Review guidance to identify and select relevant actions
5. Update standard operating procedures and policies to help achieve employee engagement goals
6. Determine and gather required resources

	7. Review and update governance procedures relating to employee engagement
	8. Actively engage your staff and encourage innovation