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InterContinental Hotels Group

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RE; Woodthorpe Wright Associates FZ LLC

IHG is the world's most global hotel company operating seven brands in over 100 countries in 4 distinct regions. Middle East & Africa region has a cross functional corporate team based in Dubai and is responsible for 93 hotels across the region.

IHG has a strong commitment to developing internal talent and providing stretching career opportunities. Selecting and then retaining top talent is key to IHG's ability to grow it's business and open over 40 new hotels across the region in the next 3 to 5 years.

In order to support the internal processes of leadership development, performance management, talent planning, personal development planning and coaching/mentoring, we approached Woodthorpe-Wright Associates to partner with us and support the development and career planning for a number of senior level colleagues. Having met some similar organisations, we selected WWA as our preferred partner due to their track record of working with big culturally diverse companies and their ability to understand IHG's goals as an organisation in terms of the company values and culture and commitment to our people.

To date WWA have coached five senior team members with the objective of supporting the individuals to work on feedback given to them by IHG and help them work through particular areas of their leadership style.

The proof of whether coaching is successful for an individual lies in the ability of the coachee to be open to working on feedback given and then to adapt their leadership style. We are extremely pleased with the work that WWA has done or is doing with the 5 IHG leaders and in particular with their approach in terms of understanding the objectives of both the coachee and the company.

We look forward to a continued successful partnership with WWA and would highly recommend their services.

Jenny Atkinson
Vice President Human Resources
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