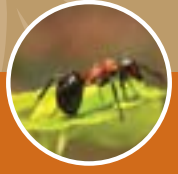




NINE CONVERSATIONS IN LEADERSHIP™

A WORLDSVIEW™ INTERVENTION



WorldsView™ Consulting partners with organisations on transformational journeys

Southern Sun builds a culture with Nine Conversations in Leadership™

Southern Sun Hotels Offshore
Richard Weilers
Managing Director

*"I chose the **Nine Conversations in Leadership™** intervention for my senior management team to challenge our open door communication policy. This approach is key to the success of creating a single business culture that forms a foundation for the 26 nationalities that are part of our company, and I saw the potential benefit that our company would enjoy through the intervention," says Richard Weilers, MD of Southern Sun Hotels Offshore, operating in Dubai.*

Richard and his team are working on two four-star boutique hotels in the Burj Dubai Downtown area, with plans set for further expansion into Dubai and other Emirate states.

*"Southern Sun has always been proud of the way its staff and management have communicated, but when our facilitator, Allan Elias, described the **Nine Conversations in Leadership™** intervention to me, I realised that it presented the ideal opportunity for us to challenge ourselves and to re-open channels of communication within our two newly-opened properties," says Richard. "There are 20 of us working through the Conversations in two groups of 10, and all are at senior management level. I and one of the other senior managers don't participate in the group assignments as we wanted to make sure that*

those participating really could speak freely. The results so far have been impressive."

One of Richard's key focus areas is to build a company culture for Southern Sun Hotels Offshore in Dubai. *"With so many cultures coming together in the workplace, we're focusing on creating a company culture that all the nationalities can have in common. Rather than having all the expatriates leaning towards their own cultures, we're creating a business culture with common values and ethos that everyone can relate to. This requires a tremendous amount of dialogue and interaction at every level, and I'm confident that the **Nine Conversations in Leadership™** intervention is going to play a significant role in nurturing this common culture."*

Richard and his senior management team will complete the **Nine Conversations in Leadership™** intervention over a period of two months. *"Even though we've only completed two of the conversations and the assignments related to these, I can already see a significant change in the way my management team is operating," he says. "I'm really looking forward to seeing and enjoying the results of the intervention once we've completed all the conversations."*

For organisations seeking sustainable, results-orientated leadership development, **Nine Conversations in Leadership™** is an innovative intervention that acts as a catalyst for long-term leadership development throughout the organisation.

Unlike other leadership programmes, the **Nine Conversations in Leadership™** intervention works at the levels of knowledge, values and behaviours to achieve holistic leadership growth.

About Southern Sun

Southern Sun's portfolio of hotels provide world-class accommodation across all markets and offer the widest distribution of hotels in Southern Africa, Kenya, Zambia, Seychelles, Tanzania, Mozambique and in the Middle East. They are designed to meet the needs of all guests, whether they are travelling for business or leisure.

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WorldsView™ Consulting

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