



HHRG QUARTERLY NEWSLETTER
JULY 2023 VOL II



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MESSAGE FROM THE MANAGING DIRECTOR

I hope this message finds you all in good health and high spirits. As we continue to navigate through these volatile business environments, I wanted to take a moment to express my gratitude and appreciation for each and every one of you.

Our employee magazine serves as an important platform for us to celebrate achievements, share updates, and foster a sense of community within our organization.

As a testament to the dedication and hard work of our talented team. We have faced numerous challenges and uncertainties, but your resilience and commitment to excellence have been solid. Your collective efforts have not only kept our operations running smoothly but have also driven us forward.



MR. GADISA GIRMA -HHRG MANAGING DIRECTOR

In the face of adversity, your creativity, innovation, and adaptability have shined brightly. I have witnessed firsthand the incredible ideas and initiatives that have been born from collaboration and teamwork.

Your contributions have not only improved our business outcomes but have also made a positive impact on the service industry, customers' experiences, and communities.

As we move into the new business year, I encourage each one of you to continue pushing boundaries, exploring new opportunities, and embracing growth. Your unique skills and perspectives are what make our organization thrive from the opportunities, and it is through your unwavering dedication that we will achieve our vision.

I also want to extend my heartfelt appreciation to the entire editorial team behind our employee news magazine. Your passion and commitment to keeping employees informed and engaged are truly commendable. You play an instrumental role in fostering a culture of transparency and unity within our organization.

In closing, I am immensely proud to lead a team of such talented individuals. Together, we will overcome any challenges that come our way, emerge stronger than ever before, and achieve our vision to be a leading company in the industry. Thank you for your continued dedication and for being the driving force behind our success. I wish you all the best in your endeavors. Warm regards,

Enjoy reading our 2nd newsletter.

Gadisa Girma
Managing Director
Haile Hotels and Resorts Group

WHAT IS NEW?

Introducing Our New Managing Director

Gadisa Girma, the new visionary leader at Haile Hotels and Resorts.



MR. GADISA GIRMA - HHRG MANAGING DIRECTOR

Mr. Gadisa Girma is the new managing director of Haile Hotels and Resorts Group (HHRG). In a recent interview, he shared his educational and personal background, his leadership philosophy, and his vision for the future of the hospitality industry in HHRG.

Mr. Gadisa's journey in the hospitality industry began 15 years ago when he started as a banquet officer. He obtained his first degree in hotel management from Hawassa University and his master's degree in business administration.

He joined Haile Hotels and Resorts Group in 2016 as an operations director and has been an integral part of the organization's success.

When asked about his inspirations, he shared that his father is his role model, citing his decision-making abilities and proactive nature. He also admires his first boss, who possesses qualities like multitasking ability, problem-solving skills, and a can-do attitude.

Additionally, he draws inspiration from Major athlete Haile Gebreselassie, the hero of athletics and owner of HHRG, who is known for his decisiveness, communication skills, and emotional intelligence.

Mr. Gadisa's leadership philosophy is fluid and adaptable to different situations and circumstances.

Introducing our new managing director ctd...

He believes that a good leader should have an "I can" and "it's possible" mentality, with the patience to tolerate all extremes. As the Managing Director of HHRG, he aims to create an exemplary service culture that blends indigenous Ethiopian hospitality with the latest industry trends, raising the bar for the industry.

When asked about a motivational proverb that keeps him going, Mr. Gadisa shared two quotes, the first quote is "So the one who thinks he is standing firm should be careful not to fall," emphasizing the importance of humility and continuous learning. The second quote is "A great leader is the one who serves all, " highlighting the importance of servant leadership.

Outside of work, he enjoys reading books and spending time with elders because, as most agree, that is an untapped source of wisdom and history.

He believes that being multilingual has greatly benefited him. "The advantage of language in this day and age is nothing to be overlooked," assured Mr. Gadisa as he explained how it helped him build a new perspective on the world, expand his mind, and connect to people. He also gave pointers on the elements of being a great leader.



"A leader should not stand alone but should be a composer, making harmony and uniting different sounds to create a good melody, referencing the music orchestra."

With Mr. Gadisa's leadership and vision, HHRG is poised to achieve new heights in the hospitality industry. His commitment to nurturing talents, creating a welcoming work environment, and staying informed of industry trends will undoubtedly lead to the success of the group.



Introducing our new managing director ctd...

He shared a story about one of the most challenging on-the-job anecdotes he has dealt with in the past during an outside catering affair.

"A leader should not stand alone but should be a composer, making harmony and uniting different sounds to create a good melody, referencing the music orchestra."

"An event was taking place for 500 participants; the pot (thermos) broke, and there was no hot water to make tea," remembers Mr. Gadisa. With quick thinking and problem- solving abilities, he started using one of the chafing dishes to boil the water and solve the problem with the least utilized kitchenware.

He describes the key takeaways he got from this experience as the importance of early follow-up and inspection of all areas, focusing on the solution, seeing beyond the horizon, and focusing on the problem to be solved in order to contain a mishap.

To keep his team informed of market developments and new trends in the hospitality industry, the managing director plans to have group discussions, involve other stakeholders, avail resources to see what their competitors are up to, and utilize online platforms.



ENTERTAINMENT CORNER

Take a Break!



Your weekend sips Masha Coffee Cocktails

Ingredients

- · Kahula coffee liquor
- White Rum
- Masha Espresso Coffee
- . Chocolate Syrup Cream



Humor In Hospitality

HOW DOES A HOTEL
ROOM TASTE?
SUITE.
CREDITS TO: LAFFGAFF - HOTEL

JOKES AND FUN

100

HAD A GUEST
SINGING IN THE SHOWER UNTIL
SHAMPOO GOT IN HIS MOUTH. IT
TURNED OUT TO BE A SOAP
OPERA.

CREDITS TO: HTTPS://BLOG.STAAH.COM/ PUNNIEST-HOTEL-PUNS

Grand Side By - Abraham Abebe

Far across all the distance laying the pillar of endurance. Reached the heart of the Capital blooming, shining like crystal. Indigenous is becoming popular by the amazing grace of the pillar. Serving from the heart flawlessly Caring for the guest selflessly Become the act of reliability. The warmth of charm the deepness of empathy the gravity of responsibility revealed in our peculiarity!! By the gear and wheel of the mission beyond the horizon, lies the vision. Through the culture of acting with integrity soon to conquer the core of the industry.

SNEAK PEEK OF THE TRADITIONAL CORNER

Alem Elfign

In the heart of Addis Ababa 5-Star Hotel Haile Grand Addis, Alem Elfign, a new Ethiopian wine & dine restaurant has opened its doors, offering a delicious taste of the country's rich culinary tradition.

The professional staff are knowledgeable about the dishes and are dressed with traditional attires welcoming and guiding guests to their preferred seating and taking the choice of food orders

If you are looking for Ethiopian traditional food with a unique and flavorful blend of tastes, then we urge you to look no further than Alem Elfign.

The definition of the restaurant's nomenclature is dedicated to Mrs, Alem Tilahun (Main Partner of Haile Hotels and Resorts) and Elfign (Royalty Lounge).





The restaurant interiors are adorned with traditional Ethiopian aesthetics and furniture with local agricultural domestic production tools displayed on the wall, transporting diners to the heart of the country.

The restaurant's cozy and inviting atmosphere makes it the perfect place for a casual night out or a special occasion such as wedding events, Mels (Ethiopian Traditional Wedding event), family reunions and Corporate & leisure group outings.

Alem Elfign ctd...

The restaurant, with its spacious serving room, can host up to 100 guests at a time with full function. Its entertaining live band takes guests on a full tour of Ethiopian traditional songs and dances representing different ethnicities in the country.

The VIP section of Alem Elfign offers elevated seating to enjoy all the entertainment and savor the flavors and aromas of the outlet.

The restaurant is open until 5 pm every day accompanied by a live performance band on Tuesdays, Thursdays, Saturdays, and Sundays. Lunch and Dinner Buffet service is available for group bookings and for special occasions.







Another important feature of the restaurant is the famous Ethiopian coffee ceremony with its unique and steeped tradition and culture.



GREAT PEOPLE, GREAT STORIES.

1. When did you join Haile Hotels and Resorts?

I joined Haile Hotels and Resorts back in 2010 as an opening staff of Haile Resort Hawassa I was a bellman then, and have progressively grown my career within the company. I have been serving as a General Manager for the past 9 years.

2. What is work discipline to you?

Discipline is the bridge between challenges and the ups and downs toward success that one can encounter in life.

3. What is the main element behind motivation?

Personal experience.

I never compare myself with others. I know I am a blessed person & I always praise God for who I am today. I believe that I will be the best of myself very soon & I put myself with full energy and commitment in my work. I do things with full passion as long as it gives me pleasure & peace of mind/heart. I fully believe that as far as I do the right thing, sooner or later the result will come, and this has happened to me on many occasions!



MR, EMSHAW TESHOME -GENERAL MANAGER, HAILE GRAND ADDIS

4. How do you attain excellence?

I am the type of person who believes that hard work will never remain painful. Yes, the beginning stage of hard work may look challenging and sometimes make you feel hopeless. In all of your efforts do things with integrity, from the heart, and with full passion. Then you will find your challenges disappear and success will be right at your side. See the verdict of saying "Work will never kill" it prevails!"

5. How do you maintain an energetic and friendly work environment?

I'm a very social person and I believe one person alone will never go far & will never be successful. I know being alone is like a fish out of the sea! thus, I strongly believe in teamwork so my biggest worry at the workplace is how to build an effective team and maintain and lead such a team to the best teamwork.

"I have a dream and it is a very true dream that Haile Hotels and Resorts will set a new trend and write a new story for the Ethiopian hotel industry"

6. One motivational proverb that keeps you going?

I have many motivational proverbs that keep me in great momentum. But the one I always remember is "Do your part and the rest will follow!". The only thing you can do on your own: - is your circle of influence, rather than waste your time on things that are totally out of your control.

7. What is your long-term goal?

My long-term goal is to be a very successful hotel CEO and model Entrepreneur who can be a role model for young hotel professionals in Ethiopia. I want to contribute by profession as a trainer, consultant, and CEO of a hotel management company giving back to my beloved country.

8. Where do you see Haile Hotels and Resorts in the near future?

I have a dream and it is a very true dream that Haile Hotels and Resorts will set a new trend and write a new story for the Ethiopian hotel industry by being the 1st Ethiopian hotel chain developer and operator across the world and we will see the Haile Hotels and Resorts Group flag rise next to the globally known international brands like Marriott, Wyndham, Hilton, Accor and any other chain hotels.

9. Closing remarks...

At last, I'm humbled and grateful for getting this opportunity to share and reflect on my experience of my professional career. I do believe that I am yet to realize my dreams in this career and have a lot to learn and uncover toward that accomplishment. I would also like to give substantial credit to my wonderful team members for their relentless and great contributions and for assisting me in achieving all the successes that we did thus far.





THE NEW MARKS IN THE HONORED TRAVELERS' CHOICE AWARD Haile Resort Hawassa & Haile Resort Arbaminch





Reviewsfrom millions of Tripadvisor travellers place this hotel in the top 10% worldwide.

Haile Resort Hawassa

Our hearts are overflowing with joy as we announce the proud moment of receiving the Travelers' Choice Award of 2023 for Haile Resort Hawassa and Haile Resort Arbaminch from TripAdvisor. Achieving this accolade places us among an exclusive league of top 10% listings by showcasing our commitment in providing excellent hospitality experiences.

Year after year TripAdvisor presents this noteworthy award to honor establishments that excel in hospitality. Exceptional services amidst other accommodation providers worldwide while uplifting their credibility within customers' preferences through millions of traveler reviews and opinions gathered.

This incredible honor would not have been possible without our guests' support who took time to provide us with positive feedbacks on TripAdvisor.

We appreciate every single one of them for their valuable contribution towards attaining excellence. Our guests' feedback deserves immense gratitude as it has been an invaluable asset that helped us fine tune and improve the quality of what we offer. This incredible achievement could not have been possible without your unwavering support, for which we are deeply thankful.

THE NEW MARKS IN THE HONORED TRAVELERS' CHOICE AWARD

Haile Resort Hawassa & Haile Resort Arbaminch





Reviews from millions of Tripadvisor travellers place this hotel in the top 10% worldwide.

Haile Resort Arbaminch

While we celebrate this event, we cannot overlook the commitment and hard work demonstrated by our esteemed staff members. The exceptional standards they have upheld for cleanliness, guest satisfaction, and service have been integral to receiving the coveted Travelers' Choice Award. As we commemorate this significant achievement we reiterate our promise to maintain superior quality across all domains of operation.

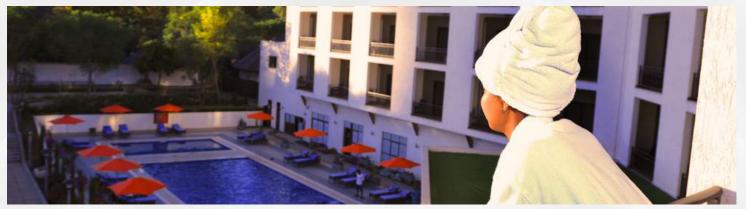
Once again, we thank our amazing guests and our devoted team for making this worthy achievement possible.

We do look forward to welcoming you back to Haile Hotels and Resorts Group's various destinations in the near future, and to continue creating unforgettable memories and excellent experiences together.

Here's to more accolades and continuing to provide exceptional service to our valued guests.

SPECIAL EDITION

SOLO TRAVEL: A NEW TREND IN HOSPITALITY?



A woman enjoying solo travel at Haile Resort Adama

Have you ever traveled on your own?

If the answer is no, then let us enlighten you on the new age of solo travel.

Whether you have delayed an amazing escapade because you haven't found someone to travel with or got an immediate chance to do so, we are here to tell you how to do it by yourself.

Solo travels are a very cost-efficient way to have the best adventure. The perks also include meeting new and interesting people from different backgrounds, learning languages, and different native lifestyles.

If you are an aspiring artist or a writer, you are probably familiar with the benefits of solo travel.

Another benefit of such travel is increasing the ability to be a problem solver. When traveling to new places and meeting people from different sets of cultures develop the skill to make connections breaking barriers of difference and confusion. However, even a layperson who is not in the field of such types of livelihoods will find inspiration to do one and even more adventures.

The freedom to schedule your own day is another privilege solo travel brings as you can nap, read, and attend parties & gatherings all in your own time. With all these perks and more, it is time to begin 2023 with an energetic can-do attitude, expressing yourself through the courage of traveling and vacationing by yourself to conquer the rest of the year.

If you have set your travel destinations to Ethiopia for 2023, then Haile Hotels and Resorts Group is at your service with its seven convenient destinations all over the country, we are ready to provide a personalized excellent service for your solo travel needs. Keep an eye out for our year-round packages from different destinations with great offerings.

The locations we have selected to build our branches country-wide are worth seeing as they are rich in natural and man-made heritages.

We hope to see you soon!

BEST SUMMER OFFERS



Summer Bliss Package at Haile Hotels and Resorts!

Escape the daily routine and indulge fun-filled getaway at any of our Haile Hotels and Resorts Group destinations.

This season, we are offering an exclusive Summer Package for our guests, available for a limited time only!

Duration: 2 months (July – August)

Availability: All Haile Hotels and Resorts Group properties

→ Special Offer for Extended Stays →

Stay with us for more than 3 nights, and enjoy a range of complimentary services and activities designed to make your stay unforgettable

Massage: Relax and rejuvenate with a soothing massage session.

Boat ride (where available): Set sail for an exciting adventure on the water at select locations.

Horseback riding (where available): Saddle up and explore the beautiful surroundings while horseback riding.

Laundry: Stay fresh and clean with our complimentary laundry service.

Free lunch or dinner: Savor a delicious meal on the house, crafted by our talented culinary team.

Early check-in and late check-out (upon availability): Maximize your vacation time with flexible arrival and departure.

Don't miss out on this amazing offer! Book your Summer Bliss Package today and make this summer one to remember at Haile Hotels and Resorts.

TIME TO CHECK YOUR TO-DO LIST

Summer package offers from Haile Hotels and Resorts

Summer is the perfect time to escape and relax so we can welcome the new year with a relaxed & energetic mind ready to take on the time ahead. The best way to do that is by booking a stay at one of Haile Hotels and Resorts Group properties. We're excited to announce our summer package offers, available for two months from July through August, in all of our hotels and resorts.



For guests staying with us for an extended period of more than 3 nights, we're pleased to offer a range of complimentary services to enhance your stay. You can kick back and relax with a soothing massage or take in the beautiful scenery with a boat ride (where available).

Our hotels and resorts are located in some of the most beautiful destinations around Ethiopia. From the stunning lakes of Dambel to the beautiful mountains of Arba Minch, we have properties in a range of locations that cater to all types of guests. Whether you're looking for a luxurious getaway or an adventurous escape, we have the perfect accommodation options for you.



For those who love a little bit of action and explore nature, we offer horseback riding (where available) that will leave you with an unforgettable experience. Plus, you'll get a complimentary lunch or dinner to indulge in our delicious cuisine. Moreover, we're also offering early check-in and late check-out (subject to availability) to give you more time to enjoy your stay.



Summer package offers from Haile Hotels and Resorts

Haile Resort - Hawassa

Haile Resort in Hawassa is an ideal destination. It is located in the beautiful heart of Sidama region. The resort's location on the shores of Lake Hawassa provides stunning views and a serene environment. Visitors can take a boat ride around the lake and its environs. The resort also offers a variety of extras like a spa, a fitness center, an outdoor swimming pool, a children's playground, and playfields for Basketball, Volleyball, football, and mini golf.





Haile Grand Addis Ababa

For those who would want to stay in the city, Haile Grand Addis 5-Star Hotel in Addis Ababa is the best choice. The hotel, which is located in downtown Addis, offers a lavish stay and has suites Among the amenities offered to guests are a spa, a fitness center, a swimming pool, and a fine dining restaurant.

Haile Garden Inn Gondar

The resort's central location in Gondar's historic district gives visitors quick access to the city's well-known castles and other attractions. The resort is the ideal starting point for anyone interested in exploring the Camelot of Africa Gondar.





Haile Garden Inn Batu

Located in the mysterious islands of Batu, Haile Resort Batu is a place for you to enjoy nice scenery. You can visit the island monasteries and enjoy a great twilight view.

Summer package offers from Haile Hotels and Resorts

Haile Resort Arbaminch

Arba Minch is the home of two of Ethiopia's largest rift valley lakes (Abaya and Chamo), a beautiful landscape (God's Bridge), Forty (40) springs Nechisar National Park, Crocodile ranches, Crocodiles market and the highland of Dorze village on its doorstep. The city is also used as a gateway to the Omo valley and Konso on the Southern circuit. It is one of the best destinations in Ethiopia.





Haile Resort Adama

You will want to find yourself this summer in Adama. The enjoyable city blessed with sunny days in the rainy summer lets you enjoy your vacation to the maximum. If you have business affairs, our modern meeting halls will come in handy. Overall, it's the ideal place for business and pleasure.

Haile Village Sululta

Located in the outskirts of Addis, Haile Village Sululta blends sports and hospitality in one roof. Different sports activities to meet your new year health goals with fine cuisine.

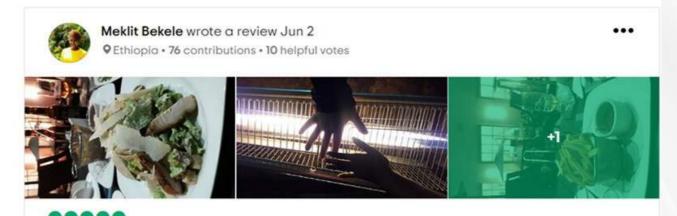
We look forward to welcoming you to the Haile Hotels and Resorts Group!



THIS IS WHERE WE HAVE YOUR SAY

Guest testimonials

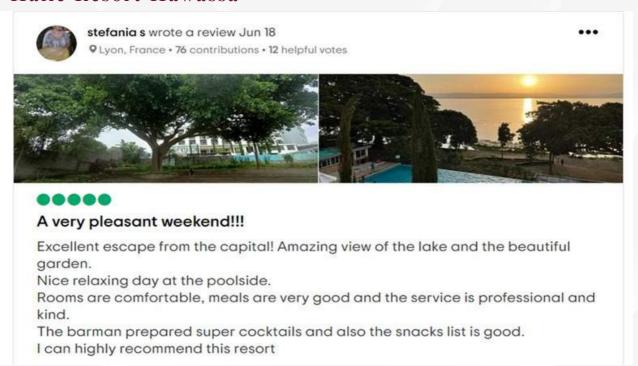
Haile Grand Addis



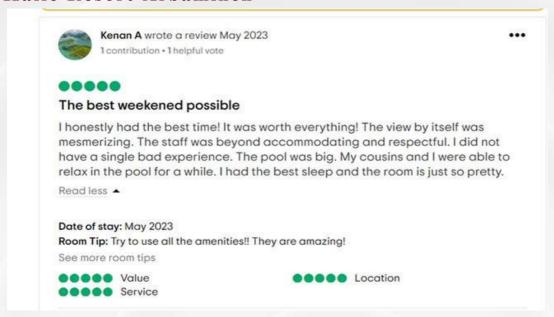
Etiquette service.

Very etiquette service, humble and super kind stuff members. I have been given a grand tour of the place, from the top to the bottom, and they is nothing I found, which is not to my liking. I adored this place, the outdoor seats by the waterfall are my favourite spot, from the entire compound. I am thankful for my friend Daniel, for the new spot exposer he presented, here in Addis Ababa, and I am definitely coming back again!!

Haile Resort Hawassa



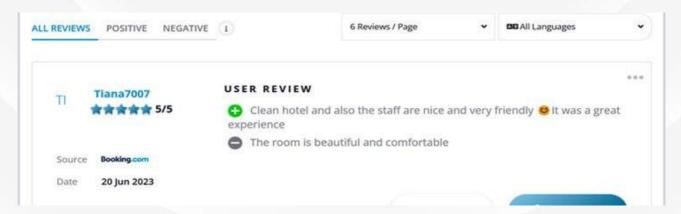
Haile Resort Arbaminch



Haile Resort Adama

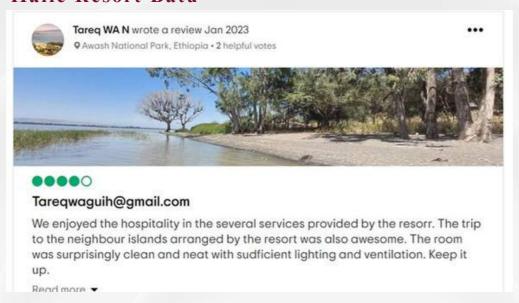


Haile Resort Gondar



Guest testimonials ctd...

Haile Resort Batu



Yaya Village



My husband and I came from Switzerland to celebrate our marriage with a very small gathering of family event on 14 January 2023. We also did a 2 nights stay. We were surprised by the efficiency and professionalism of the staff and the services: we found all staff to be humble, open, friendly, extremely customer oriented and equipped with quick problem solving skills. We even got extra room, big loudspeakers for musik with an impromptu request. Communications with the sales office was extremly efficient; we were able to discuss and inquire information over one of the social media Apps, Telegram already from Switzerland. Responses came within 10 minutes after inquiries were made. Food was excellent; tasty, plenty and well presented as well as moderately priced considering the inflation rate in Ethiopia. After food had been served, the waiters would come to check on us at least 3 times. One can see from the smile on their faces that they are motivated to do their jobs and well trained. For our event, waiters kept filling up the empty dishes right away. Rooms were satisafctory; clean, the water had pressure which is problematic in most hotels in Ethiopiain in general. The lighting was a bit weak, there is room for improvement to make the lights brighter and fix some electrical wires, regular maintenance is a general problem in most Ethiopian hotel industries. Ofcourse, Sululta being located on a higher altitude as compared to Addis, the evenings are really cold. The heater and the extra thick blankets in the rooms were life savers :) Location is also great, Sululta is outside of Addis located in Oromia Region but not too far, we got to our destination from Torhailoch in 45 minutes. It is a perfect spot for a quick gateway from the hustle of Addis Ababa. In general, we can say we had been pleasantly surprised. The renowned Athlet's "Haile culture" as we heard it has indeed transformed the business as usual approach to the hotel industry. Thank you Team Yaya Village for making our stay pleasant and memorable.

Melat Tekletsadik and Dario Bartholdi



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