



HORIZON HOSPITALITY
ASSOCIATES, INC

INTERIM, TEMPORARY & SEASONAL MANAGEMENT FOR THE HOSPITALITY INDUSTRY

THE INTERIM, TEMPORARY, AND SEASONAL MANAGEMENT FIRM OF CHOICE FOR HOSPITALITY COMPANIES ACROSS THE COUNTRY!

Since 1998, Horizon Hospitality has been continually recognized as the leading source of talent for hotels, resorts, restaurants, country clubs and other hospitality-related industries. In recent years, we have recognized our clients' growing needs for short-term hiring solutions, at both the executive and mid-management levels. However, there is a void in the level of high-quality, short-term resources in the hospitality industry.

Horizon Hospitality strives to provide a variety of flexible hiring solutions for our clients, as we know that hiring needs and priorities change frequently. As a result, we are proud to introduce Horizon's **Interim Management Solutions**. As your company encounters short-term leadership needs, you can now rest assured that Horizon Hospitality will be able to quickly provide you with the highest quality leaders. Some of our competitive advantages include:

Streamlined Process: Horizon Hospitality handles everything from matching your needs with our Interim Team Members' skill sets, to creating an onboarding plan for a permanent hire. We will also manage the payroll and administration tasks for your interim team member.

Unparalleled Resources: Horizon Hospitality is a member of the Sanford Rose Associates® (SRA) Network of Offices, the 9th largest Search Firm in the world. This highly exclusive network has ensured the brand and reputation of Horizon Hospitality remains unparalleled in terms of professionalism, performance, and service that exceed our clients' expectations.

Exceptional Reputation: Our reputation and client references will speak for themselves. We will never cross the lines of confidentiality or trust.

Pre-Hire Selection: We continue to utilize the finest pre-employment assessments and screening tools to maximize the potential for success of our Interim Team Members and assure they are truly qualified to assist your team.

Consultative Approach: Our collaborative partnerships provide you with a wealth of resources during this process to assure you are set up for a successful relationship with your Interim Team Member.

As our Interim Team Members contribute to your operations, we can also provide expertise in sourcing and recruiting a permanent leader for your business.





REASONS TO CONSIDER AN INTERIM LEADER

Every company is unique and there are a variety of different situations when hiring temporary leadership is the ideal option. Here are a few reasons when hiring an interim leader may make sense for your company.

Seasonality: When talent needs vary by season and companies need robust leadership year-round.

Implementing New Systems or Processes: When companies are going through a new opening, technology roll-out, or exploring new product lines, and specialized knowledge is required.

Medical Leave: When permanent leadership takes a leave of absence (medical, parental, or otherwise) but projects still need to move forward.

Expansion or Growth: When a company is experiencing significant growth, requiring extra guidance to strategically move forward.

Sudden Vacancy: When companies have a high priority opening and no immediate candidates to fill the position, they need strong leadership in place during the search.

FREQUENTLY ASKED QUESTIONS

I need to fill a permanent opening, so why would I hire an Interim Manager?

A company often needs to fill a leadership position immediately. However, in order to put a manager or executive in place that will be a long-term fit, an extended time period may be required to properly vet all candidates and make the best hiring decisions. While Horizon Hospitality simultaneously can facilitate in the recruitment to fill this permanent role, an interim leader can alleviate the pressure of extra operational work and assist with a smooth leadership transition.

How quickly can someone start?

Our Interim Team is comprised of dozens of professionals with varied hospitality management backgrounds. Many times, our Interim Professionals can travel to your location within just 48-hours.

Who is responsible for paying and providing benefits to the Interim Team Member?

All of our Interim Management Solutions ensure that our clients will not need to worry about the payroll or benefits of the Interim Team Member. Our team members are paid weekly and our clients are billed weekly.

What if the company wants to extend an offer of permanent employment to the Interim Team Member?

If the client company feels they would benefit from having the Interim Team member stay on indefinitely, they may choose to extend an offer of employment. If the offer is accepted by the Team Member, a nominal fee would apply.



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