

Annmarie Fairweather

New Jersey, USA

Leadership Development, Performance & Talent Management



A.J. O'CONNOR
ASSOCIATES



Career Background

Annmarie has held broad and progressively responsible corporate roles in Talent Management, Learning & Development and Operations in the global travel, leisure, and hospitality industry. An accomplished leader, she has led strategies, practices, and programs with teams of up to 100 associates to address the needs of thousands of corporate associates, and managed and franchised hotel professionals.

Prior to her consulting career, Annmarie was SVP of Global Talent Management at Wyndham Hotel Group, where she and her team supported 8,000 hotels operating in 66 countries under 15 hotel brands. A leader with an operational mindset, she was valued for her creative solutions and has a track record of driving business results focused on developing, aligning and leading a global people strategy. A trusted mentor and advisor, Annmarie was focused on educating and inspiring associates, hotel owners, and leaders to bring out the best in operational effectiveness, people, and the guest experience in markets around the world.

Under Annmarie's leadership, the Wyndham Hotel School of Hospitality Operations, was recognized in 2015 with a Silver Excellence in Learning Award for Best Learning Team, and a Bronze Excellence in Learning Award for Best Learning Program, from Brandon Hall Group in 2013 and 2014.

Noted Accomplishments

- Led organizational realignment efforts in several large functional areas and new Brand integrations, creating efficiencies to drive performance and improve alignment of associate skills to business strategy.
- Effectively led the annual Performance Management process and Talent Management review with senior leaders, resulting in strategic plans for ongoing associate talent development, recruitment, and retention with 2 for 1 succession planning.
- Led a team focused on developing and implementing strategies to open important dialog between Wyndham Hotel Group associates and franchisees, via a 3rd party survey. This effort served as the foundation for future change and progress in driving associate and customer engagement.
- Led the design and execution of an L&D roadmap to drive a culture of continuous learning and growth. Successfully built a Learning Academy to facilitate training solutions to support the implementation of key strategic initiatives with a global thinking mindset that enabled associates to act locally.
- Created and led a new team designed to develop and execute a change management structure and approach to ensure associates received the awareness, leadership, coaching, and training required to deliver successful results for multiple key division projects.
- Key member of the company's largest technology initiative ever. Led the planning provision and management of new system installation training for 3500+ hotels, focused on effective learning and cost control.

Specialties

- Leadership Development & Branding
- Talent & Performance Management
- Succession Planning
- Culture & Employee Engagement
- Assessments/Action Planning
- Team Effectiveness
- Strategy Development
- Change Management

Industry Experience

- Fortune 500
- Public & Non-Profit
- Hospitality
- Franchising
- HR Consulting
- Industry Associations

Certifications

- Emergenetics®
- MBTI®
- TKI®
- Information Mapping® Professional™

Consulting • Talent Development • Career Transition

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Education

BA in Business Administration from Seton Hall University, NJ; Executive Leadership Program Graduate - The Wharton School of the University of Pennsylvania, Philadelphia, PA

Additional Information

Board Member, American Hotel & Lodging Associate – Women In Lodging Executive Committee, 2014-2018;
AHLA Educational Institute's Training & Education Advisory Council, 2014-2018