

PRESS RELEASE

THE SECOND EHMA WEBINAR ON MIND HEALTH AND SELF-AWARENESS Speeches by University of Edinburgh psychologists organised by the EHMA Executive Committee for members emphasise the importance of inner development in leadership



On 28 September, psychologists Marco Truffelli and Jan Ferris will conduct the second of three webinars on the highly topical subject of Psychological Safety. "When people in an organisation feel comfortable sharing opinions, asking for help if they need it, and even coming up with ideas for radical transformation, the results are greater responsiveness to change, an effective drive for innovation and the ability to seize new opportunities. This condition is psychological safety" explains EHMA member hotelier and psychologist Marco Truffelli. "These webinars are an added value for all EHMA member General Managers and are significant steps in the ongoing process of self-development and improvement of one's leadership skills needed to cope with the changes taking place" concludes Panos Almyrantis, EHMA President and Chief Development Officer of ELLA Resorts.

To quote **Amy Edmondson, Professor of Leadership and Management** and expert in psychological safety at Harvard Business School, "when it comes to personal growth, the key challenge is to overcome the belief that we already know everything. Very often **leaders lack the ability to listen**, and as a result the people and teams they lead do not feel they are in a safe and supportive environment in which they can be heard, valued and supported". **Otto Scharmer, Founder of Theory U at the MIT Sloan School of Management** also argues that "many leadership failures are due to the fact that leaders are out of touch with reality because of their lack of listening skills. **This skill is the most important and undervalued skill today**".

Robert Kegan, Professor of Adult Development at Harvard University, adds: "As Einstein said, **we will never be able to solve our problems using the same level of awareness that created those problems**. So, as a human species, we need more and more people to grow and develop so that we have a greater understanding, a broader perspective, a greater ability to find a solution to the ever greater and more difficult challenges we face." As **Amy Edmondson** concisely says: "**The task of leaders is to make the work environment psychologically safe**. Characteristics such as flexibility, self-confidence and resilience are not only positive signs of mental well-being, they are crucial components in the inner development of leaders so that they are able to lead their teams in a sustainable way".

Identikit dell' EHMA

EHMA - European Hotel Managers Association was founded in Rome in 1974 by a group of hotel General Managers of undisputed professional ethics with the desire to maintain and enhance the image of the hotel heritage. It is made up of General Managers of top hotels who constantly strive to improve their professionalism and that of their staff in order to maintain, perfect and innovate the services they offer their clients. The Association currently has about 400 members representing 23 European countries, of which about 350 are General Managers of luxury hotels. In figures, this represents about 350 hotels, 85,000 rooms and 65,000 employees. The next Annual General Meeting will be held in Venice from 12 to 14 April 2024 on the occasion of the 50th anniversary of the Association.

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