



 | BÖHLER & PARTNER

## Leadership & Asset Intelligence for Hotel & Resorts

Our focus is to support owners and developers in building operational excellence and protecting long-term asset value.

[www.boehler-partner.de](http://www.boehler-partner.de)

# Context: Large Hospitality Developments

Large hotel developments and resort environments represent some of the most complex hospitality assets.

Projects such as destination resorts, mixed-use developments or large hotel portfolios combine:

- large hotel capacity
- complex building infrastructure
- multiple operational systems
- high capital investment
- long operational lifecycle

The most critical phase for cost control, operational stability and asset value occurs between construction and opening.





# Key Challenges Developers Face

Large resort developments typically face several structural challenges:

Key leadership roles are often filled too late

CAPEX planning is not fully structured before opening

Technical and operational systems remain fragmented

Maintenance costs increase rapidly after opening

Owners have limited transparency over operational drivers

Many of these issues only become visible when the resort is already operational.

# Our Approach

Böhler & Partner combines two complementary elements:



## Executive Leadership Search

Identification and placement of senior leadership roles for large hospitality developments.



## Hospitality Asset Intelligence

HOSAINT – a digital platform enabling owners to understand, monitor and steer asset performance.

Together these two elements support developers during the most critical phases of resort development.

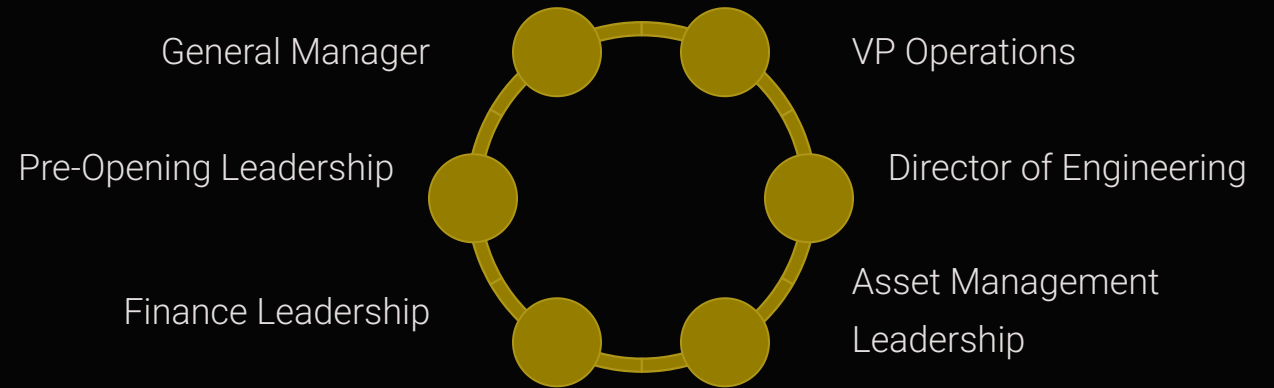




# Our Executive Leadership Model

For large hospitality developments we support the build-up of executive leadership teams.

Typical roles include:



Our work follows a mandated executive search model with international candidate sourcing.

 **Typical search duration: 8–14 weeks**

# Executive Search Methodology

Our process includes:

01

Strategic role definition

02

Global candidate mapping

03

Direct executive outreach

04

Structured leadership interviews

05

Shortlist presentation

06

Final selection support

Candidates are sourced from international hospitality operators, integrated resorts and luxury hotel groups.



# Executive Search Pricing Model

## Model A: Executive Search Classic

Identification and placement of senior leadership roles for large hospitality developments

## Model B: Executive Search Holistic Consulting

Broad-based analysis of the organization, processes, and systems surrounding the position to be filled, development of an optimized Target Operation Model (TOM), and filling of the advertised position, including identification of other personnel requirements (new hires and/or redundancies) if necessary; upon commissioning, we take on the implementation of the TOM project.

### Payment Structure

Total fee: 30–33% of annual executive compensation



# Executive Search Guarantees

📄 Replacement Guarantee: 6 months






If a placed executive leaves the organization within this period, we conduct a replacement search without additional fee.

This model provides security and reduces hiring risk for developers and owners.





The platform integrates:

-  — Operational hotel systems
-  — Financial performance data
-  — Building infrastructure data
-  — IoT sensor information
-  — ESG performance metrics

...into one unified asset intelligence platform.

# Why HOSAINT Exists

Hotels typically operate multiple isolated systems.

Property Management  
Systems

Revenue Systems

Finance Systems

Maintenance Systems

Energy Monitoring

These systems rarely communicate with each other.

- ❏ **The result is a structural blind spot in strategic decision making for owners.**





Core components include (AI-supported):

Data  
Integration  
Layer

Financial &  
Asset  
Dashboards

ESG Integration



Real-Time  
Performance  
AI-Engine

CAPEX  
Scenario  
Simulation

Strategic  
Management  
Reporting

**The platform is cloud-native, AI-driven, API-based and scalable across individual hotels or international portfolios.**



# Pricing Model

## HOSAINT Platform

Typical deployment models include:

### Pilot Phase

Strategic asset intelligence prototype and dashboard environment.

### Enterprise Deployment

Full platform implementation for large integrated resorts.

Pricing depends on:

- Number of rooms
- Asset complexity
- Technical integration depth
- Portfolio size

# HOSAINT

## Implementation Options

The HOSAINT platform can be implemented in scalable stages depending on the strategic ambition of the project and the number of hotel assets.

### MODULE A

#### Light Pilot Project – Vision & UX/UI Prototype

Purpose: C-Level validation and visual prototype of the platform.

Scope:

- Executive dashboard concept
- UX/UI prototype (mobile first)
- KPI logic for hospitality asset management
- Test data environment

Investment: **€ 20.000**

Business Value:  
Creates management alignment  
and reduces implementation risk before  
technical rollout.

### MODULE B

#### Lean – Operational Intelligence for One Hotel

Purpose: Operational dashboard  
with real hotel data.

Scope:

- Integration of PMS and booking systems
- Real-time performance dashboard
- Revenue KPIs and ESG data integration
- Semantic data layer (single source of truth)

Investment: **€ 77.700**

Business Impact: Typical revenue uplift  
through better revenue management.

Example calculation (100 rooms):

- RevPAR improvement ~2.5%

**Estimated ROI:**

**~45% in year one**



# HOSAINT

## Implementation Options

### Modules C & D

#### MODULE C

### Tactical – Operational Intelligence + Smart Building Data

Purpose: Full operational intelligence including building infrastructure.

Scope:

- All features of Module B
- Integration of IoT building systems
- Energy monitoring and ESG reporting
- Predictive maintenance for HVAC and technical assets

Investment: **€ 96.900**

Business Impact:

- RevPAR improvement
- Energy cost reduction
- Predictive maintenance

**Estimated ROI:**

**~62% in year one**

#### MODULE D

### Strategic – Group Level Asset Intelligence

Purpose: Portfolio-level management platform for hotel groups.

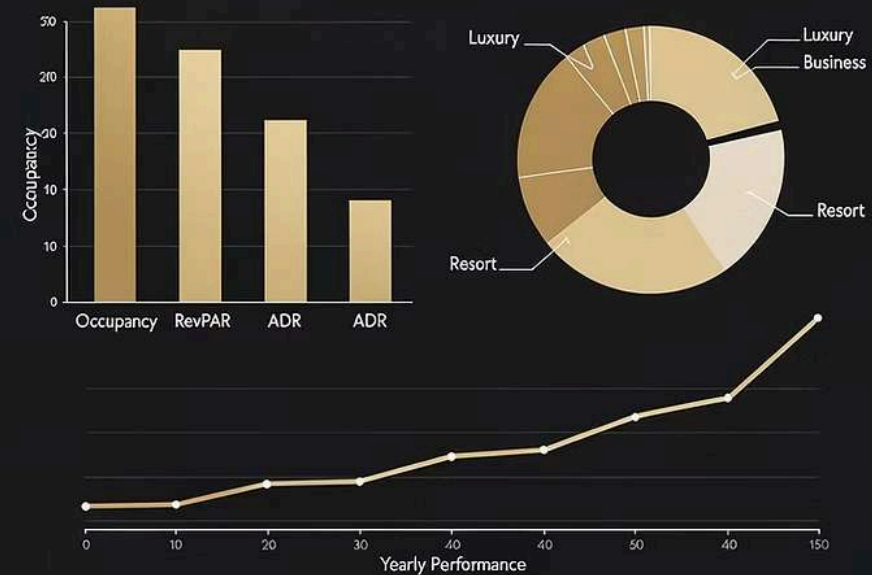
Scope:

- Consolidation of multiple hotels
- Portfolio benchmarking
- Group-level asset intelligence
- Dashboards for investors and asset managers

Investment: **Defined depending on number of properties and further requirements that might be brought by the client.**

Business Value: Supports portfolio optimisation and exit readiness for investors.

### Hotel Portfolio Overview





# Why Implementation During Construction Matters

The largest economic impact occurs when asset intelligence is implemented before opening.

During construction it is possible to structure:

Asset classification

Maintenance logic

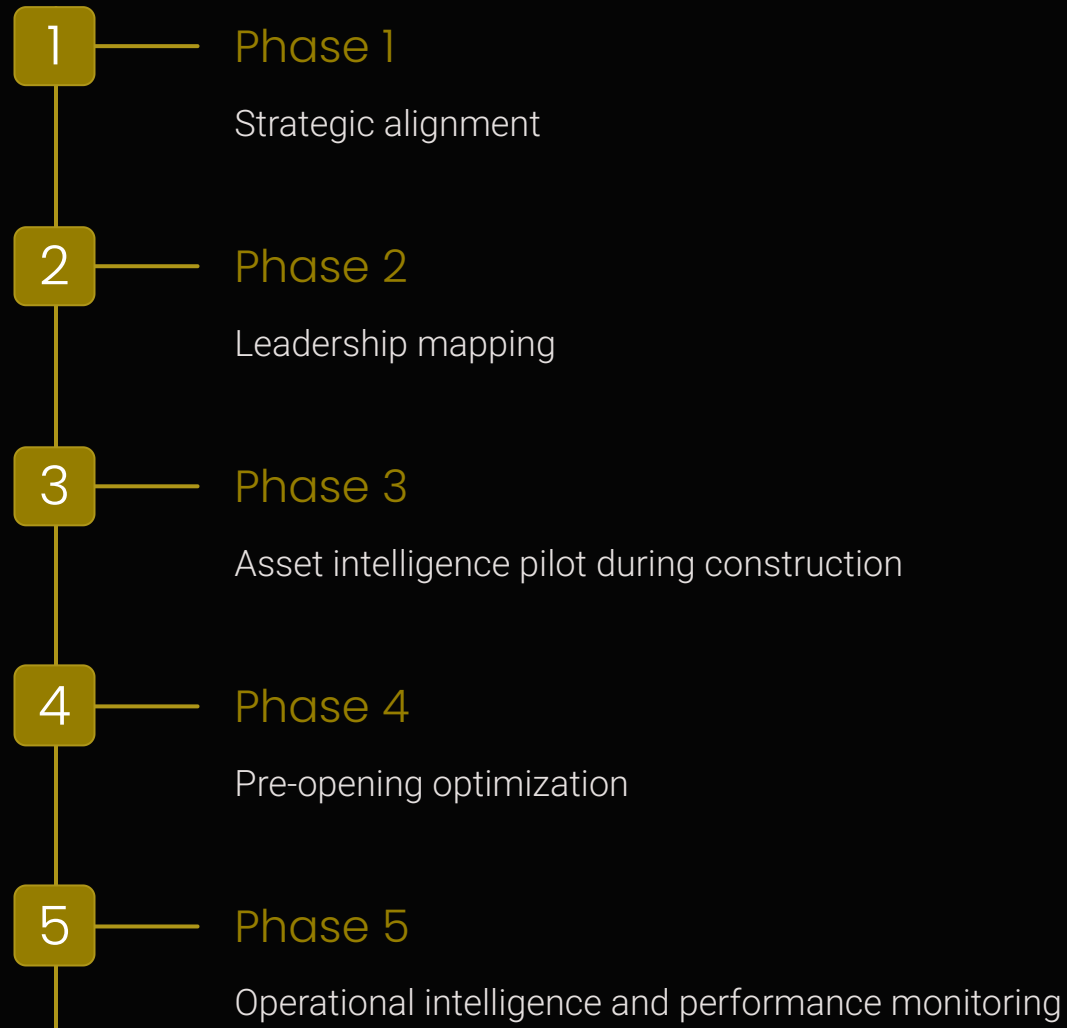
CAPEX planning models

Operational reporting structures

📄 **This prevents expensive structural corrections after opening.**

# Implementation Model

A phased approach reduces risk and allows controlled implementation.



# BÖHLER & PARTNER:

## Transforming Vision into Value

Strategic advisory and leadership solutions for HOSAINT are provided by Böhler & Partner.

Böhler & Partner is a European leadership advisory and consulting firm supporting owners, boards and CEOs in strategy, transformation and leadership decisions.

### Client focus

Mid-sized enterprises, industrial groups, technology companies and hospitality operators.

25+

Years of combined leadership and transformation experience.

Customer (excerpt): AUDI, ADIDAS, EISENMANN SE, BMW, MERCEDES BENZ, VOLVO, STADT POTSDAM, WWF DEUTSCHLAND, SIEMENS, TARMED, SWISS BANK CORPORATION, NBK FINANCE, VONTOBEL BANK, UBS, QPES, SWISS RE GROUP, CAP GIMINI, NOVARTIS, CLARIANT, BAYER, JULIUS BÄR GROUP, CREDIT SUISSE, ALLIANZ,...

Countries (Germany, Switzerland, Spain, USA)

Strategy | Transformation | Executive Search | Hospitality Intelligence

**Böhler & Partner translates complex transformation challenges into clear leadership decisions, structures and execution. [www.boehler-partner.de](http://www.boehler-partner.de)**



# Böhler & Partner Team

Our leadership team combines expertise in hospitality strategy, executive search, financial controlling, IT architecture and digital transformation.



**AXEL  
BÖHLER**

*CEO &  
Founder*



**MATT  
KLEIN**

*CMO &  
Co-Founder*



**PASCAL  
WALZ**

*CIO*



**DR. MICHEL  
WALZ**

*CSO*



**DARNETTE  
ARTHURS**

*Director,  
Executive  
Advisory*



# PASS CONSULTING GROUP: Implementation Partner

Technology implementation for HOSAINT is supported by PASS Consulting Group.

PASS is a Germany based international software engineering and IT consulting organization headquartered near Frankfurt (Germany).

## Client focus

Banking, Public sector, Logistics, Sports, Travel.

600+

Engineers and consultants

Customer (excerpt): Airbus, Amadeus, Sabre, Travelport, BCD Travel, Costa, CWT, Lufthansa Group, Royal Caribbean, SkyLink, AUDI BKK, IBM, Vodafone, Deutsche Telekom, Talanx, Solaris, Omega World Travel,...

Countries (Germany, USA, India, Tunisia)

Extensive experience in enterprise software architecture.

**PASS provides the technical capacity required to build scalable hospitality intelligence platforms.**

[www.pass-consulting.com](http://www.pass-consulting.com)





# Next Step

For large hospitality developments we would be happy to explore:

Leadership requirements for complex hotel operations

Potential deployment of HOSAINT during construction and pre-opening

Asset intelligence architecture for large hotel environments

**We would be pleased to discuss these topics in a short project calibration session.**

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Germany | Switzerland | Spain | INDIA | USA

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