

Tourism is a leading economy...

In Europe and other continents, tourism is one of the largest industries and an important part of the main economy.

Supporting this idea, the tourism sector is capable of creating some 100,000 new jobs per year.

Especially for companies within the tourism sector the results of this project will be of concern. Most of them belong to SMEs considering the limits of their workforce, turnover and the concentration of capital. Although the project is mainly aiming at tourism and hospitality industries, the results will be useful for SMEs in general as well.

...but it's not truly seen like this...

Against this background, tourism is often seen as one of the only economic options for less developed regions.

Currently European tourism is growing at a lower average-rate than world tourism. It's expected, to lose its position as the world's number one destination in the future.



...and there is a lack of skilled staff as well as company successors.

We have determined, that staff working in this sector, face low pay and for some, unbelievable working conditions, high staff turnover, a high share of informal employment arrangements and a lack of tourism infrastructure.

All these indicate that, there is now a perceptible shortage in the professional workforce in tourism, and especially the "SME-successors sector" (SMES).

Companies operating in this sector, need to know something about such circumstances.

Now, where to start?

It's really easy to describe the contents and structure of the outputs and activities in our project.

This slide gives you an overview of the output levels and the variety of activities.

- 1: European Survey Study / Analysis
- 2: Assessment Procedure and Tool Box
- 3: Policy Paper / Policy Guidelines

The "European Survey" will be the starting point for further investigations. Basically it means a questionnaire aiming at company successors. It will be illuminating current opinions and worries concerning competence- and qualification profiles of new managerial staff.

So, what is this project all about?

The BestBoss project seeks to overcome this situation by linking both stakeholders - universities and SMEs - in the "BestBoss-Inventory" (BBI) - which will be developed and implemented by the partnership and will be based on needs of modern company succession procedures.

Next steps

Further on, we are going to develop a tool, which helps finding suitable successors for appropriate companies. To share our experience we will publish a Policy Paper. This way, everyone can benefit from the project and will be able to use the tool equally.

During the BestBoss project, we will test and further develop the model as a case study, for consulting tourism companies regarding their orientation in succession assessment.

In this context we will also develop the BestBoss Guidelines and Policy Paper and some Quality Standards for company succession in the tourism industry.

Who is actually conducting BestBoss?

All eight partners come from areas where the tourism industry is focusing more and more on successors. Therefore - concepts, infrastructure and services need to be modified in the coming years.

“BestBoss” represents a development- and networking project, in which a specialization on the tourism industry brings forth several authorities:

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Information about the project are available on the project website:

www.bestboss-project.eu