

Inspiring Change: The Lux Collective Advances Women's Leadership



General Manager of LUX Belle Mare Sheila Malloo, The Lux Collective Group Head of Learning & Talent Development Smita Modak, The Lux Collective Group Spa & Wellness Manager Kerensa Langitan and Resident Manager of LUX* Le Morne Isabel Lochun*

Mauritius, 5 March 2025 – This March, to mark International Women's Day, award-winning global hospitality group **The Lux Collective** champions women's empowerment and the advancement of female leadership in hospitality to drive gender equality. In line with this year's IWD theme to **#AccelerateAction**, the Group remains committed to creating meaningful opportunities that drive progress.

The Lux Collective Training Academy - from accredited international qualifications in partnership with the **University of Wales Trinity Saint David <Wales Academy for Professional Practice and Applied Research>** in the United Kingdom, to the most recent **Luxury Immersion Programme** – offers exceptional female leaders transformative career development opportunities. In addition, the Group's Circle of Care programme also champions gender equality by providing employment opportunities globally with flexible working, supporting women in local communities.

The Lux Collective Training Academy

Led by **Group Head of Learning & Talent Development Smita Modak** and her team, The Lux Collective Training Academy has pioneered a ground-breaking work-based higher education initiative. Designed to elevate careers, empower leadership, and provide internationally accredited qualifications with real-world impact, the programme has set a new benchmark in the hospitality industry. It has played a pivotal role in advancing female leadership while serving as a blueprint for future industry-leading initiatives.

Launched in 2018 in partnership with the University of Wales, the Certificate of Higher Education – Professional Practice (Leadership in Hospitality) is an innovative 18-month programme that blends academic excellence with hands-on learning. It enables participants to earn an internationally recognised qualification while continuing their careers, reinforcing The Lux Collective's passion to fostering talent and accelerating gender equality in leadership.

A Catalyst for Growth

Through a blended learning approach, aspiring female leaders engaged in structured modules, hands-on assignments and personalised mentorship, honing their skills in strategic thinking and operational excellence. Beyond opening doors for career advancement, the programme ensures that newly acquired knowledge is immediately applicable to daily operations, driving tangible benefits for both participants and the Group. More than just a qualification, it serves as a springboard for further tertiary education, demonstrating that higher learning in the hospitality industry can be accessible, practical and seamlessly integrated into professional growth.

Lasting Impacts

Among the graduates of this programme, **Kerensa Langitan, Group Spa & Wellness Manager at The Lux Collective**, emerged as a distinction holder and the top performer. Reflecting on her journey, she shared, *"Having successfully completed the programme, I feel grateful with a sense of fulfilment. It has broadened my skills in research and objective analysis, while inspiring me to spur other women to discover their potentials."*

Another top scorer **Sheila Malloo, formerly Resident Manager at LUX* Belle Mare and now The Lux Collective's first female General Manager in Mauritius**, echoed similar sentiments. *"The programme has boosted my confidence and self-esteem. I have built strong relationships with my colleagues and feel proud of myself for being able to apply the academic learning to enhance my leadership capabilities."*

University of Wales Trinity Saint David Emeritus Professor Liz Wilson commented, *"Having designed this bespoke Leadership in Hospitality programme with The Lux Collective, it is pleasing to know that our women leader graduates have grown their careers from strength to strength. As a woman leader, I firmly believe that education is the bedrock to success and to #AccelerateAction towards gender equality."*

The Luxury Immersion Programme

Luxury hospitality is an ever-evolving landscape, and The Lux Collective understands that being at the forefront of excellence requires continuous learning and firsthand exposure to pioneering luxury. One of the biggest ways to help Accelerate Action for gender equality is to Support the Supporters, ensuring that those who champion progress are empowered to lead meaningful change. To deepen the understanding of luxury hospitality across different organisations, **the Group's Chief Executive Officer Olivier Chavy introduced a new talent development initiative** in September 2024: **The Luxury Immersion Programme**.

As part of this initiative, two exceptional female leaders, Sheila Malloo, General Manager of LUX* Belle Mare, and Isabel Lochun, Resident Manager of LUX* Le Morne, embarked on an inspirational three-week journey with the Royal Mansour Collection: Maisons of Hotel Excellence in Morocco. The experience took them through the art of luxury service at Royal Mansour properties in Marrakech, Casablanca and Tamuda Bay—each a benchmark in the world of refined hospitality.

"Working at The Lux Collective has been truly rewarding for my personal growth. With the privilege of experiencing luxury service at its finest overseas at Royal Mansour Hotels, I am motivated to share the knowledge gained with colleagues, apply it to my responsibilities and drive progress by uplifting others in their professional journeys," enthused **Isabel Lochun, Resident Manager of LUX* Le Morne**.

The Lux Collective Circle of Care

In line with its purpose **'We Make Each Moment Matter, We Care About What Matters'**, The Lux Collective Circle of Care programme instituted sustainability and social responsibility as part of its integral dimensions. Numerous initiatives on caring for the Environment and the Community continue to be implemented, with a strong focus on empowering women, fostering inclusivity and creating positive change.

Rooted in the belief that true hospitality extends beyond guest experiences, the Community Care initiative advances gender equality through fair employment practices, leadership opportunities and skills development for local women. Furthermore, it supports female artisans and entrepreneurs, helping them thrive in sustainable tourism while preserving cultural heritage and handicraft.

Alongside its commitment to environmental stewardship—protecting marine ecosystems, reducing carbon footprints, and sourcing ethically—Environment Care initiatives under the Circle of Care programme also ensures that women play a central role in shaping a more conscious and equitable future. **Through these dedicated efforts, The Lux Collective not only elevates women but also enriches the communities and environments in which it operates globally.**

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For resort photos, please click [here](#)

LUX*

tamassa

salt

socio

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About The Lux Collective

[The Lux Collective](#) ("TLC") is a Mauritian-born global luxury hotel operator and manages brands [LUX*](#), [SALT](#), [TAMASSA](#), [SOCIO](#) and Café LUX*. At the heart of its purpose, TLC makes each moment matter and cares about what matters. Putting people first is the core of TLC's culture as well as staying true to the values of being passionate, responsible and innovative in all that it does. By providing comfort through thoughtful and exquisite designs, TLC creates experiences that make each moment matter for all guests. It is committed to operating in a considered and respectful manner that is mindful of future generations.

Through its signature Groupwide sustainability project Tread Lightly, The Lux Collective promises an eco-conscious stay throughout its hotels. Its partnership with Altruistiq, a group of CO2 experts, focuses on the environmental footprint and ensures that emission sources are tracked using the highest international Science-Based standard.

Growing the global presence, TLC currently manages 18 operating resorts and hotels in Mauritius, Maldives, Ile de la Reunion, China and Tanzania, and with 12 more hotels in its development pipeline in Africa, Asia and the Middle East.

An affiliate member of IBL, a major economic player in the Indian Ocean and a public-listed leader of the "Top 100" Mauritian companies, IBL is active in key sectors of the Mauritian economy, with a global portfolio of approximately 300 subsidiaries and associated companies.

About LUX*

At [LUX*](#), time is luxury. LUX* helps people to celebrate life by delivering consistently on the promise of a different kind of luxury; hospitality that is Lighter. Brighter. In a world where a deeper sense of connection can be hard to reach, even on vacation, it enables guests to break from the ordinary. Staging exceptional experiences in different locales – whether on the Beach, in the City or in Nature, it transforms the everyday into the extraordinary through elevated service, contemporary spaces and crafted escapes to truly disconnect and relax - **with Life Extraordinary**.

About SALT

[SALT](#) is a humanistic approach to hospitality launched in November 2018, connecting modern explorers with meaningful travel experiences. It introduces a new breed of hospitality for the culturally curious. Devoted to the wonder of all things local and sustainable, SALT takes guests to people - not just places. Unveiling the heartbeat of destinations and their communities, it gets them out there exploring – the SALT way.

Media Relations

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