

盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

何超
Charles He

大中华区 董事总经理
Managing Director
Greater China



工作职责

何超先生担任盛联国际酒店咨询管理有限公司董事总经理，全面负责与拓展盛联国际在大中华地区的业务。

经验经历

何超先生在酒店、金融以及投资方面拥有超过15年以上经验。在加入盛联国际之前，何先生就职于仲量联行酒店及旅游地产集团，任高级副总裁，全面负责中国区的业务。

何超先生在国内外酒店及地产行业都有着丰富的经验以及骄人的业绩，包括曾担任戴德梁行(DTZ)成都公司总经理、上海波特曼房地产发展有限公司总经理。作为创始人之一以及公司董事，何先生自2008年在泛美酒店管理公司担任首席运营官，负责其在中国及亚太区的运营和业务拓展工作。在此之前何先生曾任职美国州逸酒店集团以及万豪酒店集团的运营副总裁、财务副总裁、区域运营总监，管理包括万豪酒店，希尔顿酒店，假日酒店，皇冠假日酒店，温德姆酒店，凯富酒店等。在移居美国之前，何先生曾任职于中国及瑞士多家酒店及房地产机构，包括日内瓦Astoria酒店运营总监和北京京城大厦市场营销总监。

学历及专业资格

何超先生毕业于瑞士酒店协会下属理诺士酒店管理学院，之后于美国德锐大学凯勒工商管理学院深造获得工商管理硕士学位。何先生同时也是注册职业酒店经理人。

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何超
Charles He

大中华区 董事总经理
Managing Director
Greater China



Current Responsibilities

As the managing director of Alliance Advisory & Hospitality Management, Mr. Charles He oversees all business activities and development in the Greater China region.

Professional Experiences

Mr. Charles He has more than 15 years of real estate and hotel experiences around the world. Prior to joining Alliance Advisory & Hospitality Management, Charles was the Senior Vice President of Jones Lang LaSalle Hotels & Hospitality Group, Head of Advisory China. Charles' previous roles as General Manager of DTZ Chengdu and General Manager of Shanghai Portman Real Estate Development Company demonstrated his rich and promising experience and expertise in China's real estate and hospitality industries. As a co-founder and a board director at Ace America Hospitality Management, Mr. He was the sole leader for its business expansion and operations in the Greater China and Asia Pacific regions. Before moving back to China, Charles had held the positions of Regional Vice President of Operations and Vice President of Finance at Interstate Hotels & Resorts, as well as Financial Controller and General Manager of Marriott hotels. During his time in the United States, he oversaw a portfolio of hotels including Marriott, Hilton, Sheraton, Holiday Inn, Crowne Plaza, Wyndham, and Choice Hotels, and serviced investors such as Goldman Sachs and Blackstone. In the early stages of his career, Charles worked at various hospitality and real estate establishments in China and Switzerland.

Education and Affiliations

Charles graduated from Swiss Hotel Association, Hotel Management School Les Roches with a Bachelor of Business Administration in Hospitality. He furthered his education at Keller Graduate School of Management, DeVry University in the United States and obtained a Master degree in Business Administration. In addition, Charles is a Certified Hotel Administrator. Charles is fluent in Mandarin, English, and French.

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盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

巩向鲁
George Gong

大中华区 总工程师
Chief Engineer
Greater China



工作职责

巩向鲁先生是盛联国际酒店咨询管理有限公司的总工程师，监管和进行中国区的酒店前期筹备及工程咨询项目。

经验经历

巩向鲁先生拥有16年以上酒店工程业的工作经验：

- 能根据业主和酒店管理公司的要求完成项目建设，包括：项目规划、投资预算、单体设计（包括室内、机电、厨房、AV、灯光等）、报批报建、土建、机电安装、室内精装修、筹备开业的筹建工作；
- 熟悉酒店：装修、暖通空调、给排水、锅炉、消防和电力系统、弱电系统、电视通讯和音响系统；
- 具有较强的谈判技巧和能力。在与承包商的谈判和签订合同中，维护酒店的利益并获得最佳的方案；
- 熟悉酒店项目整套的筹建步骤和政府报批报建程序；
- 熟悉酒店项目整套的国家工程建设标准和管理程序；
- 熟悉各大国际酒店集团（如IHG、Marriott等）工程设计技术标准；

巩向鲁先生先后在多个国际品牌酒店项目担任项目总监及工程总监，包括：兰州皇冠假日酒店、云南抚仙湖悦椿度假酒店、东莞富盈假日酒店、大亚湾假日酒店等多家国际品牌酒店的前期筹建和后期运营工作

学历及专业资格

巩向鲁先生毕业于青海大学的机械制造专业。

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Alliance Advisory & Hospitality Management Co., Ltd.

巩向鲁
Charles He

大中华区 总工程师
Chief Engineer
Greater China



Current Responsibilities

George Gong oversees all project management and leads the technical service team across China.

Professional Experiences

George has more than 16 years of industry experience in project planning, engineering, technical design, programming, and other mechanical and electrical related installation. Over the years, George had performed in different areas of the hotel and gain extensive knowledge in MEP, plumbing, fire prevention, and other preventative maintenance techniques. In addition, George is familiar with hotel project planning and the government approval process throughout the development. With his extensive knowledge in international hotel development and operational standards, George has served as project director and director of engineering in many internationally branded hotels. Some examples are: Lanzhou Crowne Plaza Hotel, Yunnan Fuxian Lake Angsana Resort Hotel, Holiday Inn Dongguan, Holiday Inn Daya Bay Hotel and etc.

Education and Affiliations

George holds a Bachelor degree in mechanical manufacture from Qingdao University

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盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

刘戈
Karen Liu

大中华区 高级经理
Senior Manager
Greater China



工作职责

刘戈女士担任盛联国际咨询管理有限公司高级经理，负责盛联国际在中国地区的酒店咨询以及项目管理工作。

经验经历

刘戈女士拥有6年以上酒店及房地产业工作经历。在加入盛联国际之前任职于仲量联行酒店及旅游地产集团，作为分析师，全面负责中国区的酒店及旅游地产咨询业务。刘女士之前拥有酒店及零售行业的工作经验。她曾经担任加拿大Hudson's Bay Company公司的商业顾问。回到中国后，她开始涉足酒店业，在2年时间里积累了宝贵的酒店经营经验。在瑞士洛桑酒店管理学院深造期间，她参与了诸多世界知名酒店集团项目，为她在酒店咨询行业奠定了坚实基础。

刘女士精通中文、英语和广东话。

学历及专业资格

刘戈小姐拥有瑞士洛桑酒店管理学院工商管理硕士学位、加拿大西蒙弗雷泽大学工商管理学士及媒体艺术设计学士学位。

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盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

刘戈
Karen Liu

大中华区 高级经理
Senior Manager
Greater China



Current Responsibilities

Karen conducts and leads hotel advisory and research projects across China.

Professional Experiences

Karen's professional experiences are within the hospitality industry and beyond. Before she joined Alliance Advisory and Hospitality Management, Karen worked at Jones Lang LaSalle Hotels & Hospitality Group. During her time with JLL, Karen had successfully executed many projects and achieved very high client satisfaction. Furthermore, she was the event organizer of JLL Hotels and Hospitality Investment Forum in Beijing, Shanghai and Chengdu. Before moving back to China, she worked as a business consultant in retail for Hudson's Bay Company in Canada for 3 years. During her completion of her master degree at Ecole Hoteliere de Lausanne, she was involved in various projects for many world-known hotel groups to help shape their development strategies.

Education and Affiliations

Karen holds a master degree in Hospitality Management (EMBA) from Ecole Hoteliere de Lausanne, Switzerland, as well as bachelor degrees in Business Administration and Media Art from Simon Fraser University, Canada.

Karen is fluent in English, Mandarin, and Cantonese.

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盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

金宗亮
Larry Jin

大中华区 运营总监
Operation Director
Greater China



工作职责

金宗亮先生是盛联国际酒店咨询管理有限公司的餐饮总监，负责中国区项目的餐饮策划，前期筹备，设计咨询以及运营管理。

经验经历

金宗亮先生拥有13年以上的国际酒店管理经历：

- 能根据业主和酒店管理公司的要求完成项目餐饮设施的：项目规划、装修设计、建设、筹备开业、团队建设、经营预算及市场营销等；
- 熟悉酒店餐饮设施的筹备及运营管理，包括：人员培训、服务流程、管理规范、标准操作程序等；
- 熟悉餐饮行业规范，食品安全标准及操作流程，对各类酒品及饮品有深入研究；
- 具有丰富的中、西餐管理运营经验，熟悉各主要菜系的特点并擅长根据市场需求准确定位；
- 具有丰富的宴会及高端接待经验，多次负责国家领导人的接待工作

金宗亮先生先后在多个国际品牌酒店项目担任项目餐饮总监等重要职务，包括：哈尔滨香格里拉大饭店、三亚华宇皇冠假日度假酒店、苏州凯宾斯基大酒店、上海波特曼酒店式公寓等。

学历及专业资格

金宗亮先生毕业于哈尔滨旅游管理学院。

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盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

金宗亮
Larry Jin

大中华区 高级经理
Senior Manager
Greater China



Current Responsibilities

Larry leads and is responsible for all operational management projects in Greater China.

Professional Experiences

Larry has over 15 years of hospitality experience and is specialized in operations and food and beverage knowledge. He started his career at the Great Wall Sheraton Hotel Beijing in early 90's and worked with many international hotel operators including Shangri-La, Starwood Hotels & Resorts, Ritz Carlton, InterContinental Group, and Kampinski. Prior to joining Alliance Advisory, Larry held the position of Director of Operations and Development at Portman (Shanghai) Real Estate Development Co. and oversaw the launch of its first property in Shanghai. As one of the founding members of Ace America Hospitality Management, a wholly owned subsidiary of Alliance Advisory & Hospitality Management, Larry has been with the company for four years and executed various projects across the country.

Education and Affiliations

Larry holds a Bachelor degree in Hotel and Tourism Management from Harbin University and obtained a Hotel Management Certificate from the American Hotel & Lodging Educational Institute.

Larry is fluent in English and Mandarin.

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盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

王蜜蜜
Mimi Wang

大中华区 经理
Manager
Greater China



工作职责

王蜜蜜女士担任盛联国际咨询管理有限公司的经理，负责盛联国际在中国地区的酒店咨询以及项目管理工作。

经验经历

王蜜蜜女士在酒店拥有超过3年以上经验。在加入盛联国际之前任职于香格里拉酒店集团所属的上海浦东嘉里大酒店。王女士拥有丰富的酒店管理经验，其中包括杭州安缦法云度假村、上海凯宾斯基酒店及上海嘉里大酒店。王女士在瑞士格里昂酒店管理学院深造期间，参与了诸多世界知名酒店集团项目，为她在酒店咨询行业奠定了坚实基础。

王女士精通中文、英语和广东话。

学历及专业资格

王蜜蜜女士拥有瑞士格里昂酒店管理学院学士学位。

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Alliance Advisory & Hospitality Management Co., Ltd.

王蜜蜜
Mimi Wang

大中华区 经理
Manager
Greater China



Current Responsibilities

Mimi conducts and leads hotel advisory and research projects across China.

Professional Experiences

Mimi has been working in hospitality industry over 3 years and before joining Alliance Advisory & Hospitality Management Mimi was working with Shangri-La Hotels & Resorts. She also worked with many well-known hotel management companies such as AMAN and Kempinski which helped to become a professional hotel management experiences. During her completion of her bachelor degree at Glion Institute of Higher Education at Switzerland, she was involved in various projects for many world-known hotel groups to help her shape their development strategies.

Education and Affiliations

Mimi holds her bachelor degree in Hospitality Management from Glion Institute of Higher Education, Switzerland

Mimi is fluent in English, Mandarin, and Cantonese.

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盛联国际酒店咨询管理有限公司

Alliance Advisory & Hospitality Management Co., Ltd.

张谦晗
Alex Zhang

大中华区 分析师
Analyst
Greater China



工作职责

张谦晗先生担任盛联国际咨询管理有限公司的分析师，负责盛联国际在中国地区的酒店及旅游地产战略咨询以及项目管理工作。

经验经历

张谦晗先生在加入盛联国际之前曾任职于顶尖酒店品牌万豪集团所属的北京丽思卡尔顿酒店及喜达屋集团旗下的天津喜来登酒店。张谦晗先生丰富的酒店管理经验为他在酒店咨询行业奠定了坚实基础。

张先生精通中文和英语。

学历及专业资格

张谦晗先生拥有瑞士格里昂酒店管理学院学士学位。

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Alliance Advisory & Hospitality Management Co., Ltd.

Alex Zhang

Analyst
Greater China



Current Responsibilities

Alex conducts and leads hotel advisory and research projects across China.

Professional Experiences

Before Alex join Alliance Advisory & Hospitality Management, he has been working with Beijing Ritz-carlton hotel which belong to Marriot group and Tianjing Sheraton which belong to starwood. During her completion of his bachelor degree at Glion Institute of Higher Education at Switzerland, he was involved in various projects for many world-known hotel groups to help him shape their development strategies. His working and study experience make him become a professional hotel management analyst.

Education and Affiliations

Alex holds her bachelor degree in Hospitality Management from Glion Institute of Higher Education, Switzerland

Alex is fluent in English, Mandarin, and Cantonese.

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Alliance Advisory & Hospitality Management Co., Ltd.

豆小斗
Dory Dou

大中华区 机电工程师
M&E Engineer
Greater China



工作职责

豆小斗先生是盛联国际酒店咨询管理有限公司的弱电、IT工程师，负责执行中国区的酒店前期筹备及设计、建设及实施项目。

经验经历

豆小斗先生拥有8年以上酒店弱电及IT以及AV的前期筹备和运营经验，项目包括青松楼花园酒店以及富都青枫苑宾馆、波特曼、假日等多个高端酒店项目。

豆先生在酒店弱电及IT方面有着丰富的经验：

网络系统

- 熟悉网络设备的调试及综合布线的设计；
- 熟悉服务器的架设；
- 熟悉电脑硬件的配置、IT及其外设；
- 熟悉无线网络的设计；
- 熟悉网站建设；

音视频系统

- 熟悉酒店音响系统；熟悉监控系统；熟悉信息发布系统、有线电视系统及背景音乐等；

学历及专业资格

豆小斗先生毕业于安徽大学信息工程专业

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Alliance Advisory & Hospitality Management Co., Ltd.

Dory Dou

M&E Engineer

Greater China

Dory executes project management and technical service scopes across China.



Professional Experiences

Dory has more than 8 years of hotel M&E experience, and has worked in many high-end hotels and international developers such as Qingsonglou Garden Hotel, Fudu Qingsong Garden Hotel, Holiday Inn Nantong, as well as Portman House.

Dory specializes in IT and AV system engineering. Dory's expertise covers network equipment debug and cabling, server installation, hardware and accessory setup, network and website development. Dory is also experienced in sounds system, monitoring system, information release system, cable television system and acoustic setup.

Education and Affiliations

Dory holds a bachelor degree in Electronic Information Engineering from Anhui University.

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Alliance Advisory & Hospitality Management Co., Ltd.

劉佳
Flora Liu

大中华区 分析师
Analyst
Greater China

工作职责

劉佳女士担任盛联国际咨询管理有限公司的分析师，负责盛联国际在中国地区的酒店及旅游地产战略咨询以及项目管理工作。

经验经历

劉佳女士在加入盛联国际之前曾任职于英国伦敦柏瑞投资公司和宝洁中国分销合作公司。劉佳女士有着扎实的数据分析能力和项目优化管理经验，为她在酒店咨询行业奠定了坚实基础。

劉女士精通中文和英语。

学历及专业资格

劉佳女士拥有美国明尼苏达大学工业工程硕士学位以及数学学士学位。

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Flora Liu Analyst
Greater China

Current Responsibilities

Flora conducts and leads hotel advisory and research projects across China.

Professional Experiences

Flora has been working at PineBridge Investments Ltd in London which belongs to Pacific Century Group and P&G China Customer Service Facility. During her master study at University of Minnesota Twincities in the United States, she was involved in various projects for many world-known retail companies to study cost control strategies through math and statistical methods.

Education and Affiliations

Flora holds her bachelor degree in Math and master degree in Industrial Engineering from University of Minnesota Twincities, USA.

Flora is proficient in English and Mandarin.

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