



**Leonardo  
Dias**

The Dorchester

## Submission

Over the past year, The Dorchester has seen a remarkable shift in the way it approaches sustainability, and so much of that progress is thanks to Leonardo. He has been the driving force behind the hotel's improvements, guiding his team with patience, consistency and a genuine passion for doing things the right way.

One of the clearest examples of his impact is the hotel's recycling rate. Under Leonardo's leadership, the site has gone from recycling around 48 percent of its waste to just under 80 percent. This is an incredible achievement and reflects the culture he has built behind the scenes. Staff feel more confident, better informed and far more engaged with day to day recycling practices because of his continued support and encouragement.

A big part of this success comes from the education sessions Leonardo regularly holds, often with the support of Recorra. These are not just training sessions. They are open conversations where he explains what can be recycled, why it matters and how everyone has a part to play. His approachable style means staff are never afraid to ask questions or admit when something is unclear. As a result, good recycling habits have become the norm across the team.

Leonardo is also always looking for ways to push the hotel further. He is especially keen on introducing new niche waste streams so that materials which were once difficult to recycle now have a proper route. He is curious, proactive and constantly exploring new ideas that can help The Dorchester continue improving. If there is a trial to run or a new solution to explore, he is always the first to get involved. What stands out most is the cultural shift he has helped create. Back of house areas are more organised, staff are more aware of their actions and there is a real sense of pride in doing things properly. People are no longer recycling because they are told to. They recycle because they understand the positive impact it has, and that mindset has come directly from Leonardo's leadership.

The progress The Dorchester has made simply would not have been possible without him. His energy, his commitment and the standards he sets have helped build a team that truly cares about sustainability. Because of Leonardo, the hotel is now well on its way to reaching its long term environmental goals and has become a standout example of what strong leadership can achieve.

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