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# Introduction

- The presentation aims to discuss the critical strategy for the acquisition of employee talent in a restaurant company in the UK.
- The critical aspects of incentive methods are also discussed in this presentation.
- The method of incentives and talent acquisition is effectively used by the restaurant company in the UK.
- More than 55% of the leaders are not confident concerning the recruiting process (Ette, 2022).



# Explains the importance and different types of strategies for Talent Acquisition

- Employers have to determine the best source of talent, which is crucial in executing an efficient strategy that assesses, offers or recruits candidates.
- The acquisition of talent refers to a process by which employers have assessed, to achieve the objectives of the restaurant company in the UK.
- The HR manager of the restaurant organisation has utilised the effectiveness of AI (Pillai and Sivathanu 2020).



# Short-term Strategy for Talent Acquisition

## Creating flexibility in the working environment

- Freedom with their time gives versatility to the extent that time and pay rates can attract extra skill.
- Flexibility in the working environment of the restaurant group helps the employees to be more productive.

## Process of investment in the recruitment

- Whitbread plc regularly places assets into the HR division and selection patterns of the association.
- The more efficient way of drawing up likely options for the time being

## Benefits offering

- For the short-term strategy offering benefits is very helpful to attract the staff.
- These benefits are utilised by the restaurant group which is known as Whitebread PLC (Whitbreadcareers, 2023).



# Long term strategy for talent acquisition

## Promoting creativity and innovation

- As employees do not want to perform the same tasks in the same way.
- Encouraging employees to be innovative or creative is interesting for them, given the possibility of completing tasks in different ways.

## Maintaining equality

- In the long run, the company can benefit from this strategy of acquiring talent, while attracting potential employees.
- Both categories of candidates such as men and women may be attracted to maintaining equality at work.



## Advance path in career

- New and talented workers can be attracted by providing opportunities for learning and development.
- In the long term, a restaurant could benefit from this strategy and create more opportunities

# Types of the monetary method of incentives

## Bonus retention

- The restaurant organisation uses the method of monetary incentives to attract potential employees.
- The financial incentive method is also known as the monetary incentive method because it involves a financial perspective.
- In 2022, Whitbread PLC will pay a one-off summer retention bonus to hotel and restaurant staff (Webber, 2021).



# Sharing of profit

- Employees are allocated shares by the restaurant company contribution and this is determined by the profit ratio.
- The shareholder of Whitebread, sell the shares to make a profit or return their savings at any suitable time and introduce the Sharesave scheme (Whitbreadcareers, 2023).



# Types of Non-monetary methods of incentives

- The employee will gain a distinct and valuable perspective which is capable of career growth.
- A mentorship programme helps to build talent among existing employees.
- The benefits and perks come under this category.



# Flexibility in working hours

- Due to the pandemic of COVID-19 restaurant groups in the UK, working hours are flexible.
- To balance the work and life of its existing staff, Whitebread PLC has effectively applied a flexible working model.



# Conclusion

- Research focuses primarily on the acquisition of talent, in which some strategies are developed by the researcher to attract new candidates.
- A researcher from a United Kingdom restaurant has also explained some incentive strategies.



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