

Managing People

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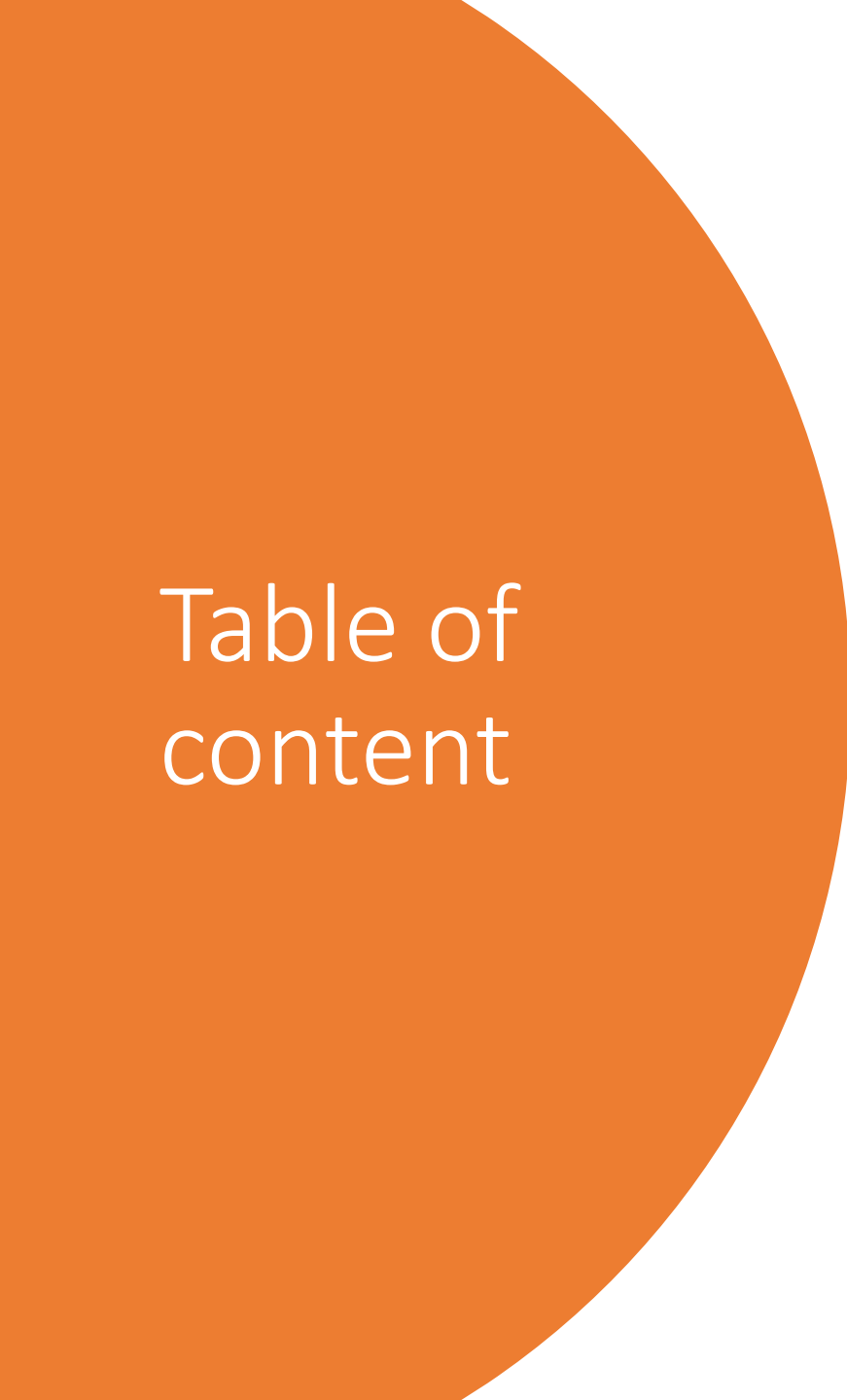
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Introduction

Restaurant Group Overview

- Multiple brands, 1000+ staff members
- Challenges: Labor shortages, recruitment confidence

Future Shock Report Findings

- UKHospitality & CGA by NielsenIQ
- 60% business leaders lack confidence in recruitment
- Impact: 35% simplify menus, 32% reduce opening hours, 13% reduce opening days (UKHospitality, 2023).

Short-Term Talent Acquisition Strategies:

Referral Programs



Employees refer potential candidates (Walford-Wright, 2018).

Incentives:
Monetary rewards, gift cards.

Benefits: High-quality candidates, reduced recruitment costs.

Flexible Scheduling & Gig Work

Offer part-time & gig work arrangements (Das, 2017).

Helps in finding part-time or temporary employment

Benefits: Work-life balance, accommodate diverse schedules.

Talent Pools & Internship Programs



Partnering with culinary schools, hospitality institutes, and local educational institutions.



Talent pools Provide Diverse career opportunity (Craig, 2015).



Internship programs offer Hand on experience (Das, 2017).



Benefits: Steady supply of skilled talent, future full-time hires.

Long-Term Talent Acquisition Strategies: Employer Branding & EVP



STRONG EMPLOYER BRAND &
EMPLOYEE VALUE PROPOSITION
(PAWAR, 2016).



PROVIDES OPPORTUNITIES FOR
CAREER GROWTH, COMPETITIVE
COMPENSATION PACKAGES, WORK-
LIFE BALANCE, AND A SUPPORTIVE
WORK CULTURE



BENEFITS: ATTRACT CANDIDATES
SEEKING LONG-TERM GROWTH.

Career Development & Training



Invest in professional growth & skill development (Chen, 2017).



Includes mentoring, leadership training, workshops, and access to online learning platforms.



Benefits: Employee retention, nurturing top talent.

Diversity and Inclusion Initiatives

Foster an inclusive work environment.

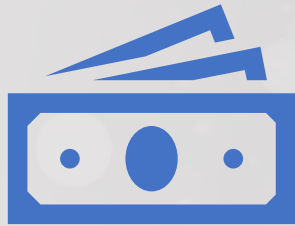
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It includes diverse recruitment goals, conducting unconscious bias training, creating affinity groups

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Benefits: Diverse perspectives, enhanced performance.

Monetary Incentive Methods



Signing Bonuses (Aguinis, 2013):

One-time payment upon joining.

Benefits: Attract top talent, expedite recruitment.



Performance-Based Bonuses (Abdullah, 2013):

Tied to individual/team achievements.

Benefits: Motivate employees, drive results.

Non-Monetary Incentive Methods



Employee Recognition & Appreciation:

Establish a culture of appreciation (Adriana, 2020).

Benefits: Boost morale, enhance employee engagement.



Professional Development Opportunities:

Offer workshops, conferences, certifications (Abdullah, 2013).

Benefits: Employee loyalty, identify potential leaders.

Conclusion



Talent Acquisition Strategy is Crucial



Mix of Short-Term and Long-Term Strategies



Incentives to Stand Out



Positive Work Culture and Employee Satisfaction



Thriving as a Leading Player

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