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Business Management

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Content

- Steak & Lobster Presentation.....SLIDE 3
- 3 STRATEGIES FOR SHORT TERM.....SLIDE 4
- 3 STRATEGIES FOR LONG TERM.....SLIDE 6
- 2 INCENTIVES METHODS – MONETARY.....SLIDE 8
- 2 INCENTIVES METHODS – NON MONETARY.....SLIDE 9
- CONCLUSION.....SLIDE 10
- FURTHER RECOMMENDATION.....SLIDE 12
- REFERENCES.....SLIDE 13

The background of the slide is a photograph of the entrance to a restaurant named 'Steak & Lobster'. The name is written in a large, illuminated, cursive script above the entrance. The entrance is framed by a white stone archway. A black lantern hangs from the ceiling above the entrance. The overall scene is well-lit, suggesting an evening setting.

Steak & Lobster

*in the 3 locations (Warren Street, Marble Arch, Heathrow)
Steak&Lobster lets the “food do the talking”*

Here, quality is at home

- *in plates*
- *in glasses*
- *in services*



SHORT TERM STRATEGIES

1. STRATEGIES OUTSIDE- IN

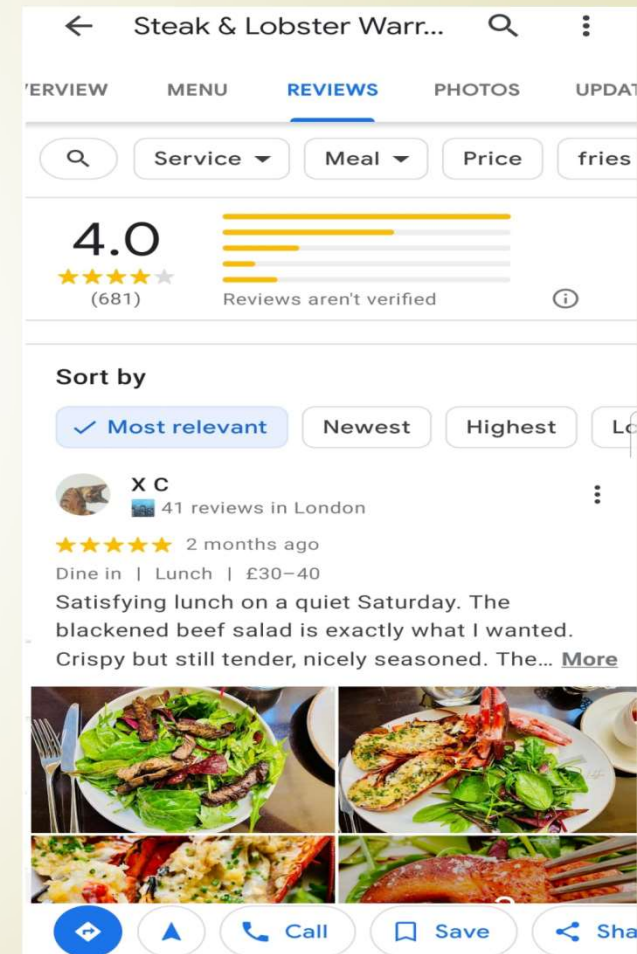
- good review
- fine dining

The opportunity to work in a beautiful, stylish and popular location

2. FLEXIBLE WORK SCHEDULE



Work at times that suit you



SHORT TERM STRATEGIES

3. WE ARE A FAMILY

- *friendly work environment*
- *good atmosphere*
- *onboarding employees*

This is the team you, new talent, want to be on !!!



*If the restaurant managed to combine
Steak and Lobster,
"THIS OR THAT",
I'm sure they also combine characters*

NEW TALENTS COMBINED EXISTING TALENTS

LONG TERM STRATEGIES

1. PERFORMANCE BONUS GRID

Creating and designing a performance bonus grid

New talent is encouraged to work harder and perform because of the bonus.

the bonus is calculated according to:

- *work*
- *dedication*
- *consistency*
- *talent*



2. CONTINUOUS LEARNING

Talent must be trained.

we support chefs who want to participate in

- *seminars*
- *courses*
- *congresses*
- *competitions*

LONG TERM STRATEGIES

3. The organization of the restaurant

For Steak&Lobster organization is important.

To established:

- *responsibilities*
- *leaders*
- *employee needs*



There is interest in the needs of the workforce and there is support and communication from management.

Employee feedback is important to the Steak&Lobster and restaurant organization



INCENTIVES METHODS - MONETARY



“Money seems to provide the carrot that most people want.” (Armstrong, Michael, 2014, Armstrong's handbook of human resource management practice, pp180)

1. PERCENT OF THE STEAK&LOBSTER'S PROFIT

Steak & Lobster employees benefits from bonus and rewards

- ***percentage of profit***
- ***commission***
- ***bonus***



2. TRANSPORT ALLOWANCE

At the end of the program, employees benefit from transportation provided and paid for by Steak & Lobster



INCENTIVES METHODS - NONMONETARY



1. ADDITIONAL LEAVE

day off for

- *of the birthday*
- *partener's birthday*
- *Children's birthday*

2. EMPLOYEE OF THE MONTH



Each month, the most active employee receives the Employee of the Month award



CONCLUSION

- ▶ Steak & Lobster is an important fine dining restaurant in the UK. The restaurant is recognized for the best steaks and the freshest lobster, as the name suggests.
- ▶ To attract new talent, the short-term strategies that would be effective are:

STRATEGIES OUTSIDE- IN

FLEXIBLE WORK SCHEDULE

WE ARE A FAMILY -team

These strategies are important for the restaurant because they expose three of the problems that cause employees to resign

- ▶ To attract new talent, the short-term strategies I see effective are:

1PERFORMANCE BONUS GRID

CONTINUOUS LEARNING

The organization of the restaurant

In the long term, employees must be stimulated. Employees are stimulated by: money, continuous learning and managing the activity in the restaurant

CONCLUSION



- ▶ "Motivation strategies aim to create a working environment and to develop policies and practices that will provide for higher levels of performance from employees." (Armstrong, Michael, 2014, Armstrong's handbook of human resource management practice, pp180)
- ▶ I believe that money is a motivating factor and employees appreciate monetary rewards.
- ▶ Steak & Lobster rewards employees through bonuses, commissions and percentages of the restaurant's profits
- ▶ The safety of the employees is important for the proper functioning of the restaurant and evening transport is paid by Steak & Lobster .
- ▶ Money can be a factor in the well being of employees, but this can short-term. To bring constant satisfaction, there are 2 methods of non-monetary motivation

ADDITIONAL LEAVE

EMPLOYEE OF THE MONTH AWARD



FURTHER RECOMMENDATION

- ▶ Steak & Lobster is a restaurant that can afford to invest in employees, in the quality of employees and in new talents.
- ▶ I propose a survey among the employees to observe what their needs are and how we can keep the employees in the long term.

THANK YOU!

REFERENCES



- Armstrong, Michael, 2014, 'Armstrong's handbook of human resource management practice', [online] Available at: <https://r1.vlereader.com/Reader?ean=9780749469658> (Accessed 23 March 2023)
- Pilbeam, Stephen, 2010, 'People resourcing and talent Planning: HRM in practice' [online] Available at: <https://r2.vlereader.com/Reader?ean=9781405899833> (Accessed 23 March 2023)
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Steak & Lobster

