

Talent acquisition recommendations

Restaurant group case

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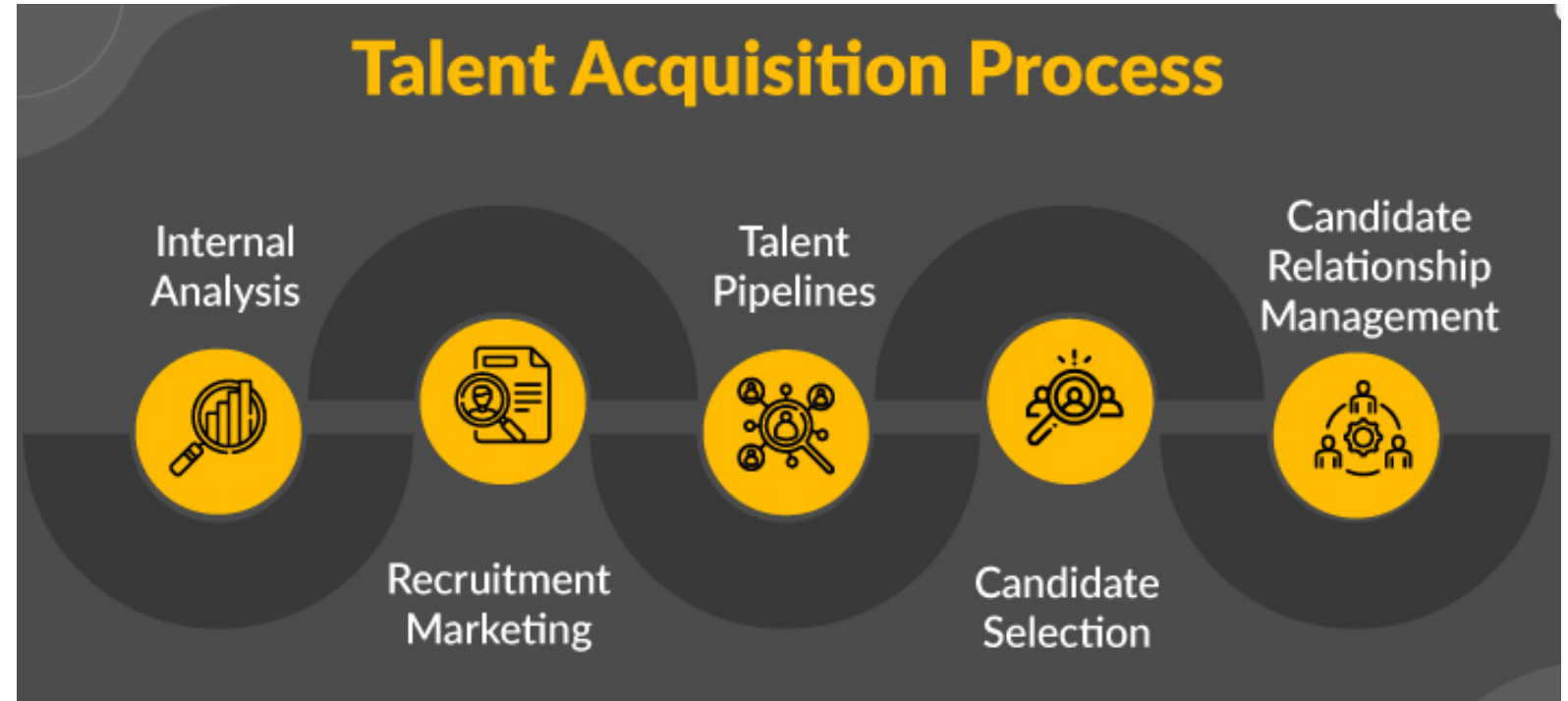


Talent acquisition strategy significance

- Attracting and recruiting top talent
- Providing a solution to shortage issues
- Improving capacity and skills of employees
- Creates a source of competitive advantage
- Improves employees' experience and retention

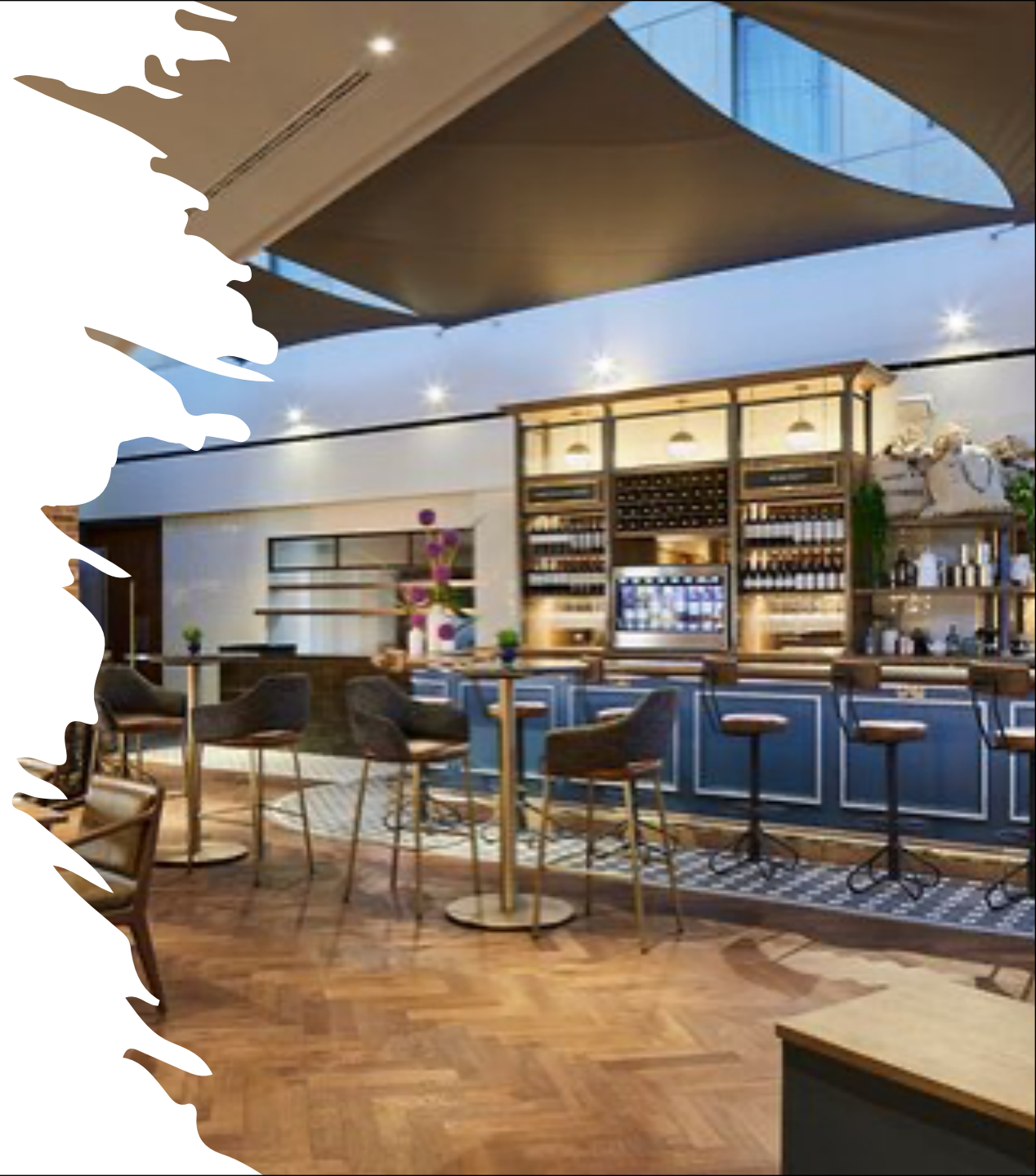


Talent acquisition process



Cast Iron-London

The Cast Iron Bar & Grill is all about fresh, seasonal ingredients with bold, exciting flavours. Using a range of suppliers serving high-quality produce; they are passionate about flavour from field to restaurants. The Cast Iron welcomes you to discover contemporary British cuisine, a stone throw away from the busy streets of Kensington.



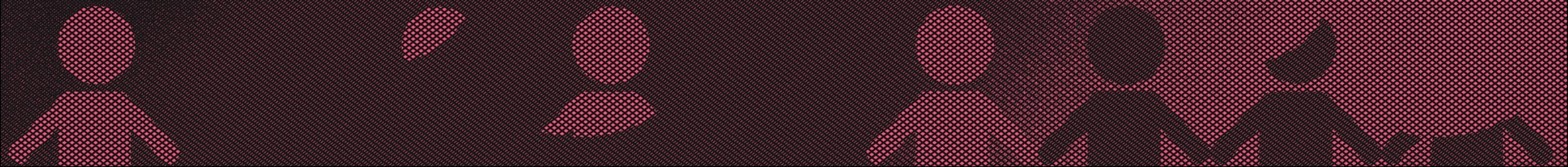
A photograph of a wooden desk with a white cup of coffee, a red pen, and a notepad. In the background, there are holly leaves and red berries. The notepad has the text 'Short-term recommendations' and a bulleted list.

Short-term recommendations

- Social media
- Referral scheme
- Mobile apps/online platforms for recruitment and selection

Advantages of short-term recommendations

- Wider reach
- More targeted search
- Higher likelihood of success
- Increased brand awareness
- More effective recruitment and selection process
- More talent pipelines
- Talent relationship management



Long-term recommendations

The background of the slide features a close-up of a hand with red nail polish typing on a laptop keyboard. Overlaid on this is a network of red dots connected by thin red lines, suggesting a digital or social network. Additionally, there is a collage of many small, diverse human faces, representing a large pool of talent or a community.

- Long-term hiring plan and recruitment calendar
- Employer branding
- Engage current employees in talent acquisition

A top-down view of a wooden desk with a warm, natural wood grain. In the upper left, a white ceramic cup is filled with dark coffee. Below it, a white Samsung smartphone lies horizontally. To the left of the phone is a red pen with silver accents. At the bottom left, two white rectangular sticky notes are placed side-by-side. In the top right corner, a small sprig of green leaves is visible. On the right side of the image, a white rectangular box contains the title and a bulleted list.

Advantages of long-term recommendations

- Better planning and organisation
- Addressing the shortage issue
- Better resource allocation
- Improved image and reputation
- Greater satisfaction and retention of employees
- Better competitiveness on the labour market

A smiling businesswoman with glasses, wearing a black blazer over a light pink shirt, stands with her arms crossed in a modern office. The office has large windows, desks, and chairs, with a blurred background.

Monetary incentives

- **Bonuses**
- **Wages**

Non-monetary incentives

- Training and development
- Promotional opportunities



Expected results of implementing incentives

- Improved attractiveness and image of company
- Easier recruitment
- Solution for labour shortages
- More satisfied and engaged workforce
- Higher retention rates (mitigating future shortage challenges)
- Differentiation against rivals in the sector

Apply
now

A close-up photograph of a person's hands typing on a silver laptop keyboard. The person is wearing a light-colored sweater and a gold-toned wristwatch with a white face and brown leather strap. A black cup with a tea bag is visible in the background. In the foreground, there are some papers and a pen. The scene is set on a wooden desk.

Conclusion

- Talent acquisition importance in the case
- Factors of influence on decisions and approaches

References

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