

MODULO NAME Developing and Managing Individuals and Teams

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Recruitment, Motivation & Development for the Chef de
Parties Role

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A brief introduction of a UK based company



In **1946**, the foundations of modern international hospitality were laid when **Juan Trippe**, the founder of Pan American Airways, created the **InterContinental** brand.

His ambition was to ensure that travellers could enjoy high-quality, luxurious accommodation wherever their flights concluded, establishing a new global standard for premium hotel experiences.



Introduction to the Company (Part 2)



InterContinental London Park Lane stands proudly today on the very site of 145 Piccadilly, Queen Elizabeth II's former childhood residence.

The hotel was opened by His Grace the 8th Duke of Wellington, Arthur Wellesley on 23rd September 1975



Introduction to the Company (Part 3)

Luxury standard Classifications (according to Forbes)

1. Cleanliness & Condition
2. Food & Beverage Quality
3. Courtesy & Manners
4. Efficiency
5. Graciousness, Thoughtfulness & Sense of Personalized Service
6. Guest Comfort & Convenience

Staff Appearance



Recruitment Process for Chef de Partie

Job Analysis

- Observation of kitchen workflow
- Identifying required technical and soft skills
- Understanding reporting lines (Sous Chef → Head Chef)
- Reviewing performance expectations and station responsibilities



Recruitment Process for Chef de Partie

Job Analysis

- Assessing physical demands and working conditions
- Identifying tools, equipment, and technology used
- Determining training requirements and safety standards
- Aligning role expectations with organizational goals



Recruitment Process for Chef de Partie

Job description

- Key Responsibilities
- Preparing and presenting dishes to brand standards
- Managing a specific station (e.g., grill, garnish, pastry)
- Supervising and training commis chefs
- Maintaining hygiene and food safety (HACCP compliance)
- Collaborating with Sous Chef and Head Chef
- Ensuring consistency during peak service times



Candidate Profile



Essential Requirements

- NVQ Level 2–3 in Professional Cookery
- Minimum 2 years' experience in a similar role
- Strong knife skills and technical competence
- Ability to work under pressure in a fast-paced kitchen
- Knowledge of HACCP and food safety regulations

Candidate Profile



Desirable Attributes

- Leadership potential and ability to supervise junior staff
- Creativity and passion for culinary innovation
- Strong communication and teamwork skills
- Flexibility to work across multiple stations
- Commitment to continuous professional development

Maslow's Hierarchy of Needs

Application in Hospitality

- Physiological: fair wages, meals, breaks
- Safety: job security, safe working environment, HACCP
- Social: teamwork, belonging, positive kitchen culture
- Esteem: recognition, awards, constructive feedback
- Self-Actualization: training, creativity, career progression



Identifying Learning & Development Needs



Methods Used

- Skills gap analysis
- Observation during service
- Performance reviews
- Customer feedback
- Self-assessment
- Peer feedback from senior chefs

Identifying Learning & Development Needs (Chef de Parties Example)



Training Needs Identified

- Advanced sauce and plating techniques
- Time management during peak service
- Leadership and delegation skills
- HACCP Level 3 refresher
- Cross-training across stations to increase versatility

Conclusion

Hiring the right Chef de Parties is essential for operational excellence.

Job analysis and description ensure clarity and alignment.

Maslow's hierarchy of needs helps in understanding employee needs.

Analyzing training needs strengthens performance and development.

A structured approach increases retention and long-term growth.

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