

Winning the War for Workers: How to Create a Competitive Advantage

Winning the War for Workers


How to Turn the Labor Crisis Into a Competitive Advantage



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1. Develop the right mindset



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“We are all faced with a series of great opportunities brilliantly disguised as impossible situations.”
– Chuck Swindoll



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2. Provide a superior employee experience



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From a LIVE RO Workshop

Why do you work for _____?

“[The owner] helped me with some personal problems.”


“People here care about each other.”

“It feels like family.”

“[The owner] has integrity

“I love my fellow employees, [the owner] and the company.”

“I feel like I belong. I fit in here.”



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Why Do You Stay?

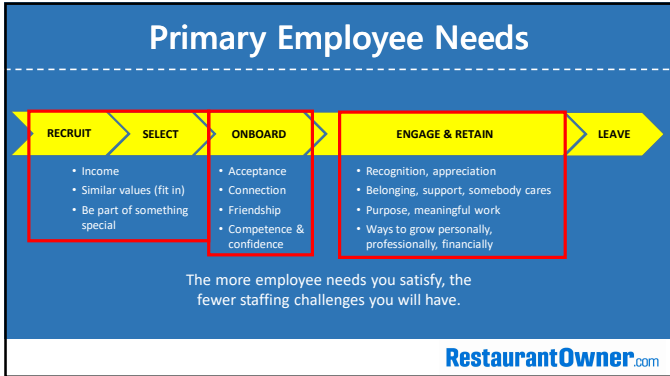
From an RO Member

1. Family like & fun culture
2. Opportunity for advancement
3. Teamwork – Great staff always willing to help each other
4. Enjoy promoting a quality product
5. Non – corporate environment
6. Local owners who care
7. Great guests who love what we do
8. Company cares about environment & sustainability
9. Employee discounts



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RO Learning System

Management & Leadership Training

RO

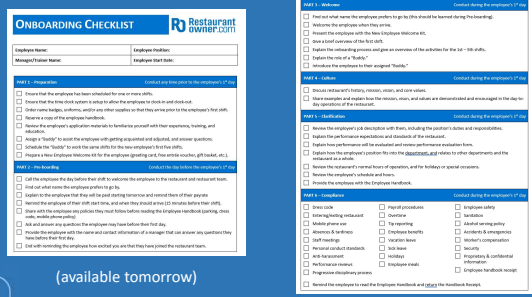
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3. Every new hire has a great first hour, first day, first week
(onboarding)



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(available tomorrow)





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RO Learning System

Make the Most of Your NEW Job

All your new hires should take this!!

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4. Personalize your employee experience





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Employee Data Sheet

Create a file of each team member's like, preference, hobbies, plans!

(available tomorrow)

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5. Offer ways for your team to learn & grow



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Training Videos

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Training Videos

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Online Courses

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6. Have an employee referral program



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RO Learning System

Includes -

- Referral forms
- Policy sample & template
- Implementation checklist

How to Set Up An Effective Employee REFERRAL Program




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The Most Effective Strategy For Improving Staff Retention In Your Restaurant

7. Don't stop!

1. The right mindset
2. "Why do you stay?"
3. First hour, first day . . .
4. Personalize employee experience
5. Grow your team
6. Employee referral program



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Make the Most of Their First Day on the Job

The Most Effective Strategy For Improving Staff Retention In Your Restaurant

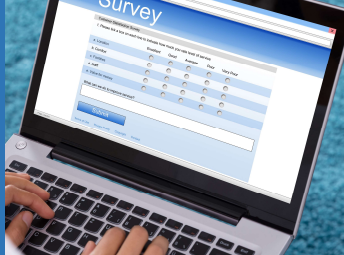


February 2, 2021
1:00pm Pacific, 3:00pm Central, 4:00pm Eastern

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Please Give Us Your Feedback



Just 4 very short questions!

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Q&A



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Thanks for attending!

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