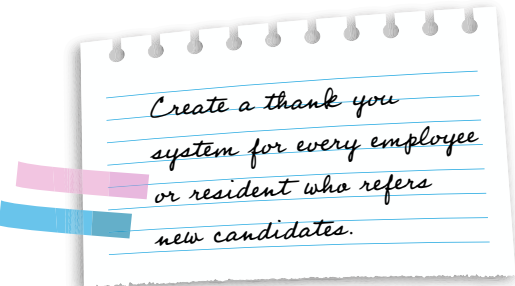




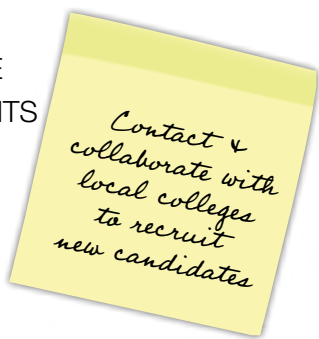
# STAFF RETENTION FOCUS POINTS

- Analyze **employee feedback** on exit interviews.
- Request **feedback** from current employees.
- Invest in **leadership training** courses to be a better boss for yourself and others in key positions.
- **Meet weekly** with staff to stay on top of needs and concerns.
- Be creative to **showcase new job opportunities** in the community. Your relatives, friends, and children may know someone who needs a job.
- Develop an employee and resident **referral program**. Word of mouth is common in our industry for jobs. Use new or existing marketing tools to highlight job opportunities.



*Create a thank you system for every employee or resident who refers new candidates.*

ATTRACTING AND THEN RETAINING TOP TALENT IS VITALLY IMPORTANT FOR THE CONTINUED GROWTH AND SUCCESS OF THE BUSINESS. A GREAT LEADER CREATES THE BEST WORK ENVIRONMENT FOR EMPLOYEE RETENTION. HERE ARE SOME VITAL FOCUS POINTS TO ASSIST WITH YOUR STAFF RETENTION PROCESS.



*Contact & collaborate with local colleges to recruit new candidates*

- Hold a culinary **staff event**. Bring in foodservice workers for a night of food and chat about your culture to draw employees.
- Consider making key managers a partner by setting **incentives** and providing a % of ownership.
- Be extremely supportive of your team members and seek to **understand their needs**.
- Change to **quick service** to ensure your employee's work more efficiently with less people.
- Capitalize on available technology. Invest in and implement customer ordering **software and systems** that allow them to order and pay from the table or remotely.