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Denny's Hopes to Get Friends to Apply Together

At Denny's, everything is better together – pancakes and eggs, burgers and milkshakes, and besties at work. That's why they are inviting 7,500 people and their best friends to become #Friendemployees at Denny's restaurants nationwide.

And, because they know that friends who work together stay together, applicants can enter for a chance to score *"The Perfect Weekend Off"* – an all-expense paid vacay for two to the US destination of their choice.



Source: *FSR Magazine*

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Attracting and Maintaining a Modern Workforce

Making changes to your business' culture to make it more enticing for the next generation of employees is crucial to attracting and maintaining a modern workforce.

The keyword to keep in mind is *accommodation*. More and more employees are attracted to companies and positions that are willing to accommodate a better work/life balance so that they feel their wellbeing is valued. Many companies have already begun implementing quality-of-life upgrades with great results.

Check out the complete article to learn more!



Source: *Society Insurance Human Resources*

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5 Ways Managers Can Lead Through Crises

We're living in challenging times. Now is the time for managers to proactively support their teams. These pragmatic tips can help.



The past few weeks and months have once again reminded of how much our businesses and personal lives can be buffeted by external forces. Many are still processing the new shocks. No one knows what all the implications will be.

It reminds us of how difficult it is to predict the needs of our employees and leaders. It should also remind us that our employees, colleagues, and leaders are human first.

Managers are in a tough position: business hasn't stopped, customers still need to be served, decisions still need to be made. You still need your team to work together, to keep operations running, and to continue to push ahead with great ideas. Yet, your people are distracted, uncertain, and potentially deeply divided. So are you.

Source: *Maggie Woolf, BetterUp*

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Can Tipping Solve Labor Woes for Fast-Food Restaurants ?

As restaurants across the country grapple with one of the toughest labor markets on



record, more and more quick-service restaurants are choosing to add tipping to a list of perks that entice workers back to their posts.

And they're doing so amid a major staffing crisis. With more than 1.7 million job openings across the U.S. in the leisure and hospitality sector, it's more difficult than ever to find employees. Seventy-eight percent of restaurant employers told The National Restaurant Association recruiting and retaining employees was their top challenge in the past year.

Tipping may be the answer counter-service concepts need. Category giants like Panera Bread and Starbucks have embraced the idea, offering tip options within their mobile apps.

Then there's Sonic Drive-In, which introduced digital tipping to more than 2,000 locations in 2021. In a matter of months, the company brought in nearly \$12 million in tips—boosting employee morale and income (and garnering positive publicity that could encourage more employees to apply).

Source: Justin Roberts, QSR

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Prioritizing Employee Health and Wellness Improves Retention

The word “wellness” often conjures up new age-y images of green juice, chiseled bodies in yoga pants, and affirmations. In other words, it hardly seems to apply to the restaurant industry, which typically demands long hours, sacrifice, and burn scars as badges of honor. Yet, influential restaurateurs are making a concerted effort to provide for the wellbeing of their employees and working to make hospitality, well, more hospitable.



For an industry that has the [highest rate of substance abuse](#) of any profession, a [high rate of suicide](#), and [almost 75% turnover](#), wellness programs can improve morale and retain employees, benefitting the bottom line as well as mitigating the mental and physical toll that comes with working in restaurants. In fact, according to a [2017 Virgin Pulse survey](#),

85% of companies that offered wellness programs said they had a high impact on employee engagement, recruitment, retention, and company culture.

Source: *On the Line*, a publication from TOAST

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