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## In this issue:

- [RIS Session: Staffing Tech & Trends Panel](#)
- [How Generation Z Uses AI for Work](#)
- [Navigating the Leadership Rip Currents of Change](#)
- [6 Signs You May Have "Time Blindness"](#)
- [How to Lead a Great Restaurant Kitchen](#)



Register Now!

## RIS Session Alert!

It's not too late to join WRA and your colleagues at RIS. Don't miss the panel discussion on Staffing Tech, Tools and Trends - hear valuable insights from local operator, [Erin Stoesz of North & South Seafood & Smokehouse](#), along with industry experts from [Hyer & Paradox](#).

**This is a gamechanger!**

***The Restaurant Insights Summit is Wisconsin's only restaurant innovation conference - the information and resources you takeaway will set you up for success in 2024!***

**Less is More: Why It's Time to Change Our Relationship with Career Sites**

Gone are the days of big, bulky, hard to-manage career site platforms. Career sites should be able to showcase the right content and jobs, to the right candidate, at the right time in the hiring process – without requiring recruiters to manage or maintain the site. Say hello to Conversational Career Sites.

Why spend all of your time (and money) on LinkedIn or Indeed or ZipRecruiter chasing purple squirrels? Instead, invest in building your brand through the one channel you own: your career site. Don't just post and pray. Instead, position your company as an employer of choice – and magically bring those passive purple squirrels to you. Don't wait for candidates to find you. Instead, whip up dozens (eventually hundreds) of landing pages for specific job families or skills so you (not Indeed) can rank first in Google.

It turns out less is more. It's about interactivity and personalization.

*Source: Josh Zywiec, Blog, Paradox*

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## How Generation Z Uses AI for Work

Generative-AI whiplash is fast becoming a standard response to the dizzying speed at which technology is evolving.

Its capabilities and flaws are puzzling leaders at schools and universities as many try to ban or regulate its use among students. Meanwhile companies are either embracing the tools and creating their own proprietary large language (LLMs), or still evaluating how to best incorporate AI into their operations.



One cohort is keen to experiment and learn exactly what these tools are capable of: Generation Z. Born between 1997 and 2012, this digital-first generation is open to harnessing the tools that will reshape how they perform their jobs over the course of their careers.

Their openness, however, is stirring up an array of misconceptions. This complete article covers some key myths about Gen Z workers and their use of generative AI in school, the workplace, and their personal lives.

Source: Hailey Mensik, WorkLife

Read Full Story

## Navigating the Leadership Rip Currents of Change



Effective change leadership is not an event. It is a proactive, ongoing process that requires an organization to sustain a laser focus on continually evolving conditions within their business and across their external operating environment.

Change leadership is an opportunity to create co-

ownership in navigating the continually evolving business operating environment. Recognizing and addressing the invitation to change, identifying and overcoming resistance forces, and understanding the keys to uncomplicating the process is core to navigating change, creating and sustaining buy-in across stakeholders, inspiring participation in the transformation at hand and maintaining focus.

Dive deep into this interesting viewpoint on navigating changing conditions and how it applies to your operation.

Source: Dave Coffaro, SmartBrief

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## 6 Signs You May Have "Time Blindness"

Time is a concept that is ingrained within most living organisms, both mentally and biologically. Thanks to this, we as humans are able to accurately perceive and sequence the passage of time. However, some people may have difficulties regulating this internal clock – this is what psychologists refer to as “time blindness.”

According to research, a person with time blindness will likely have difficulties with activities and responsibilities that involve managing time – such as planning, scheduling, assignments, and even goal setting. Although time blindness is usually a common indicator of ADHD, studies show that our perception of time is closely related to our well-being and emotional states, and changes in these can influence how we perceive how time is passing.

For instance, in the moments where time seems to drag on forever, it's usually a sign that we're distressed in some kind of way. Conversely, when time feels like it's flying by us, it is usually an indication of hyper-focus or heightened arousal. However, for someone with time blindness, the under- or overestimation of the passage of time is more severe, which can lead to difficulties with impulsiveness, staying focused and more.



Do you or your staff suffer from "Time Blindness?" Check out this complete article to learn more!

Source: Mark Travers, Forbes

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## How to Lead a Great Restaurant Kitchen



Any great restaurant kitchen is the "Heart of House".

Honoring this house requires creating a culture of passion, pride, and commitment to consistent quality. This takes a unique leader who both inspires, teaches, recognizes talent, and elevates each and every guest's experience from

the culinary team right down to the dish pit.

In this episode of the Restaurant Rockstars Podcast, Roger speaks with Chef Anthony Bucco, the Senior VP of Culinary Operations for a dynamic family run restaurant group known for elevated dining experiences in historic properties.

Chef's early hospitality experiences began in his grandmother's kitchen where the culture of food brought family closer together. Ambition through his pride, passion and hard work rose Chef to the top of our industry.

Listen as Chef Bucco talks about how to run a great restaurant kitchen!

Source: Restaurant Rockstars Podcast, Episode 364 w/ Chef Bucco

Listen to the Podcast

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