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What is App Sprawl?



Picking what workplace apps to use, keeping them streamlined, training employees on how to use them, and knowing when to introduce a new one is no small responsibility.

Sifting through the hundreds of thousands of tech products available to create the best tech stack that makes sense for your workplace and ensuring it's future-proofed, is time-

consuming. And with AI products in particular evolving so quickly – at times, overwhelming.

In the race to make workforces productive in remote settings in the last few years, companies hit the gas on what was already a growing issue: “app sprawl.”

Learn more about this very relevant new issue!

Source: Cloey Callahan, WorkLife

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How to Come Back Stronger From Organizational Trauma

Traumatic events are destabilizing. In their aftermath, leaders can help individuals and teams recover and grow.

It is a sobering reality of life today that many organizations across sectors and industries will face trauma.

Trauma is extraordinary, uncontrollable, and overwhelming to those who



experience it. Its impact is devastating, and it leaves survivors with ongoing pain and loss that cannot be overstated. When we experience trauma, it shatters our belief that the world makes sense, and we consequently feel less safe, less in control, and more vulnerable. However, psychological research has also found that as they recover from trauma, individual survivors can experience post-traumatic growth (PTG). This process doesn't minimize the suffering or psychological challenges that survivors encounter but rather taps the "rich and remarkable resources, creativity, and success of the human spirit to adapt, cope, and survive," in the words of psychologist Ronnie Janoff-Bulman.

While research into PTG has focused on individuals, the possibility that organizations might experience similar effects after a traumatic event is intriguing.

Read more for an overview of current thinking about organizational trauma and explores the question: In the aftermath of trauma, how might leaders help their organization move forward to collectively survive – and even engage in learning and growth that surpasses its pre-trauma state?

Source: Payal Sharma, MITSloan Management Review

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What Every New Manager Needs to Know

Nearly a third of employees believe that interacting with their manager is the most stressful part of their day, according to a 2021 Grant Thornton report.



This means that for many, a manager is more stressful than a project deadline, a commute, and childcare, to name a few typically stressful things.

For new managers, this statistic is particularly scary. Often employees are promoted into the role of manager without formal training or a clear roadmap of how to be successful.

Of course, new managers don't want to stress to their employees, but they inevitably do when they aren't quite sure

how to behave as a manager and haven't yet mastered the skills required to excel in the role.

Check out the full article here – this is a common challenge in today's workforce!

Source: *Rachel Pacheco, Forbes*

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Boiled Oceans and Strategic Staircases: Corporate Jargon That Workers Hate

Using corporate jargon risks alienating peers- and can just be downright annoying.

I have never been asked to take part in an "idea shower." And, until I wrote this column, I did not know what that meant. For the likewise (blissfully) uninformed, it means to have a brainstorming session. Sorry, I think I'd rather go get a snack from the idea fridge instead.

Forty-three percent of U.S. workers say the use of business jargon can alienate those who don't understand it, according to the results of a recent survey by VoiceNation, a virtual receptionist service.



Of the 1,000 people polled, 61% identified “boil the ocean” as the most misunderstood phrase, followed by COP (56%) and “the strategic staircase” (42%).

Dear reader, I also didn't know what any of these phrases meant. Thanks to some quick Googling, I've sleuthed out the answers.

Does this happen in your business?

Source: Ginger Christ, HRDIVE

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Opportunity for Employers: Appleton Job Placement Program



Are you in the Appleton Area and are open to working with adults who face barriers, but are building the necessary skills for successful employment?

The Wisconsin Restaurant Association Education Foundation has recently partnered with Riverview Gardens in Appleton to provide nationally-approved Restaurant Ready training for individuals facing poverty, homelessness and unemployment.

Riverview Gardens is a proven and successful community-based

organization that has helped hundreds of people every year to get back on their feet since 2011. Through the newly-adopted Restaurant Ready curriculum, Riverview Gardens will train and prepare individuals for restaurant jobs. Skills learned include communication, teamwork, customer service, attitude, responsibility and culinary basics.

We're actively seeking employers interested in:

- Hiring program participants (Riverview Gardens actively supports employers and individuals for 3 years)
- Offering internships or job shadow opportunities
- Volunteering their time (demos in class, serve on Q&A panel, share your career journey)
- Giving tours of restaurant kitchens and operations

Interested in learning more? We'd love to hear from you! Please contact Karen Romadka at kromadka@wirerestaurant.org or 608.216.2825.

Find Out More!

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