

[View this email in your browser](#)



June 11, 2024

## In this issue:

- Free Webinar: Top 8 Mistakes Restaurants Are Making and the Solutions to Success
- Restaurants Added Nearly 25K Jobs in May
- Unlocking the Power of Flow: Strategies for Achieving Peak Performance at Work
- Unseen Struggles: Recognizing Invisible Illnesses at Work
- 3 New Lessons From My Last Burnout to Help Prevent the Next One

## Free Webinar: Top 8 Mistakes Restaurants Are Making and the Solutions to Success



The restaurant business is more competitive than ever with shrinking margins and greater operating challenges.

Check out this webinar that will demonstrate common mistakes that are losing restaurants their staff, customers, and profits, with actionable steps & techniques to immediately correct these potential threats to success.

The webinar will cover these restaurant mistakes with corrective action:

- Having a Mission Statement but not creating a powerful “Company Culture”
- Running a restaurant, but not running a business and building a strong brand
- Not establishing true leadership & team accountability for results
- Neglecting to train the entire Front of House in Service & SALESMANSHIP
- Not recognizing & rewarding top staff performance
- Failing to regularly “Cost Out” the menu & analyze profit by category

- Not taking regular inventory
- Failing to calculate Prime Costs weekly

Source: *Restaurant Rockstars*

Register for Webinar

## Restaurants Added Nearly 25K Jobs in May

Eating and drinking places added 24,600 jobs, compared to 9,200 jobs in April.

In the leisure and hospitality sector, jobs continued to trend up in May, with 42,000 positions added. This is similar to the monthly average throughout the prior 12 months, which is 35,000.

At eating and drinking places specifically, 24,6000 jobs were added during the month, according to the Bureau of Labor Statistics.

This is compared to 9,200 jobs added in April, 29,500 jobs in May, and 25,1000 jobs added in February. January is the only month since late 2022 in which the industry lost jobs (-21,100).

Good news – check it out!

Source: *Alicia Kelso, Nation's Restaurant News*



Read Full Story

## Unlocking the Power of Flow: Strategies for Achieving Peak Performance at Work

Discover how to create the ideal conditions for 'in the zone' moments and maximize productivity in a fast-paced work environment.

Have you ever been so intensely focused on a task that you look up and can't believe what you accomplished during that time?

I imagine when we witnessed the marvels of Michael Jordan on the basketball court or the likes of Miles Davis coming up with the most genius improvisations you've ever heard.



In those moments, they're locked in, fully immersed in their craft and operating at their absolute peak performance – they're unstoppable where extraordinary seems effortless. And we, the audience, get to witness greatness.

In psychology and creativity research, that phenomenon is often referred to as “flow” or “being in the zone.” The concept of flow was introduced by psychologist Mihaly Csikszentmihalyi in his 1990 book, *Flow: The*

*Psychology of Optimal Experience.*

Continue on to the complete article and learn about Csikszentmihalyi's eight characteristics of flow.

*Source: Bernard Coleman, Inc.*

[Read Full Story](#)

---

## Unseen Struggles: Recognizing Invisible Illnesses at Work

Nearly 80% of workers with invisible illnesses don't disclose it to their employer out of fear it will change perceptions of them. But it's a huge part of their daily life and they may need some accommodations to do their best at their jobs.

Some employers are trying to better support staff through their disability inclusion initiatives as they work to create cultures better allowing staff to bring their whole, authentic selves to work. But workplace experts say that more needs to be done.

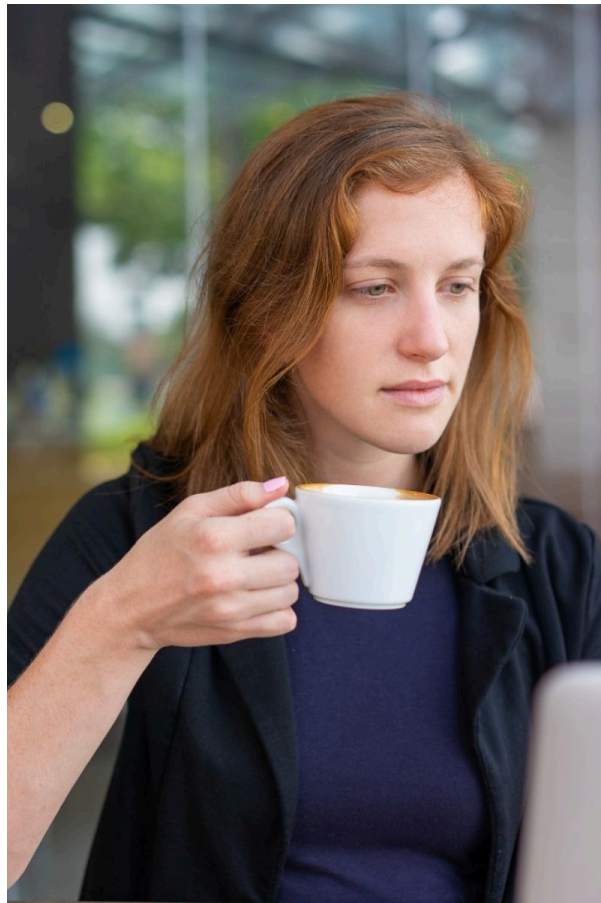
“We need to kind of move beyond a compliance approach to caring for employees with any type of invisible disability or illness and into a more proactive, consultative approach to inclusion,” said CV Viverito, director analyst for diversity, equity, and inclusion in Gartner's HR Practice. Molly Johnson-Jones, CEO of Flexa, a remote job search platform, has an autoimmune condition that causes her hands, feet, and face to swell up. When she started her career in investment banking in 2017, she experienced episodes weekly and frequently used sick days until asking to work from home once a week.

Her request was approved though she was fired shortly after, she said. She believes the conversation hasn't shifted nearly enough. “The issue is that people can't see them,” she



said. Creating more inclusive cultures holistically where people feel psychologically safe is necessary and what more staff are expecting from their employers today.

*Source: Hailey Mensik, WorkLife*



[Read Full Story](#)

### 3 New Lessons From My Last Burnout to Help Prevent the Next One



burnout for almost a year. And I had no idea.

There were signs along the way. Times when things were really rough. I thought I managed them and go to the other side pretty well. I was happy for a good chunk of time. It wasn't until I found myself unexplainably exhausted and started digging that I figured out why.

It's that time again. Burnout. My favorite.

I should have known, but this time was sneaky. Usually, work is the thing that pushes me over the edge. This time, I'm in a new job that I love. One that started about a year ago now. Right around the time this burnout cycle started.

That's right. I've been in

Well, that and a conversation with my therapist. Just when I thought I understood burnout....

Read the full article to learn from this author's experience with burnout.

Source: *Kristin Hendrix, Leadership Vitae*

Join us for a seminar on work life balance at the [Women in Hospitality Conference](#). Jenna Piche, time management coach & founder of First Light Coaching, will present a session entitled "[The Other Side of Busy: 5 Steps to Overcoming Overwhelm.](#)"

[Read Full Story](#)



The Wisconsin Restaurant Association is thrilled to announce the Women in Hospitality Conference on September 10 in Madison, Wisconsin.

This one-day conference will connect and celebrate the incredible women who are shaping the hospitality industry. From those starting their career to those already enjoying success in leadership and entrepreneurial roles, the goal is to lift up all women so they can continue to blaze trails in our dynamic industry.

**11+ sessions to choose from + lunch included!**

\$99 for WRA Members

\$125 for Not Yet Members

[More Info / Register](#)

---

## Your INDUSTRY. Your COMMUNITY. Your ASSOCIATION.

Have a question for the Wisconsin Restaurant Association team?  
Not a WRA member and interested in learning more?

[Ask WRA](#)

[More Info](#)

[Join Us](#)



This is a communication from  
The Wisconsin Restaurant Association  
2801 Fish Hatchery Rd.  
Madison, WI 53713  
[wirestaurant.org](http://wirestaurant.org)

Want to change how you receive these emails?  
You can [update your preferences](#) or [unsubscribe from this list](#).