

[View this email in your browser](#)



January 9, 2024

In this issue:

- [Five Ways to Reset at Work in the New Year](#)
- [The One Hospitality Trend You Need to Know for 2024](#)
- [Podcast: It's Time to Talk to Your Team About Mental Health](#)
- [Stopping is as Important as Starting](#)
- [Allow them to Thrive: 2024's Talent Retention Realities](#)
- [Wisconsin Food & Hospitality Expo](#)

Five Ways to Reset at Work in the New Year



Returning to work after the holiday season is the biggest “Sunday Scaries” situation all year long. Everyone is dreading restarting their work grind and getting back to the swing of things, putting festivities, indulgence and relaxation officially behind them.

The transition back to the work routine can feel daunting. People who took time away from their everyday duties might find it harder than ever to restart. But, at the same time, it’s officially the new year and people have fresh hopes as they repeat mantras like “new year, new me.”

Whatever your current outlook is at the beginning of 2024, there are intentional steps that can be taken to more smoothly ease into the post-holiday work mode and kick off the new year on the right foot.

Click Read Full Story below to get some advice from career coaches and therapists to find

out what their top five tips are for settling into the new year.

Source: Cloey Callahan, WorkLife

[Read Full Story](#)

The One Hospitality Trend You Need to Know for 2024

With another year coming to an end, it's time to start thinking about what to expect in the hospitality industry in 2024. By getting ahead of expected trends, you'll have more foresight into the new year, allowing you to better plan your initiatives, goals, and other success metrics.



Typically, lists for the upcoming year have several important trends to highlight. But for 2024, there will be one main factor that will affect just about every area of your business.

With the emergence of the pandemic, hotels and restaurants were faced with mandates that forced them to shut their doors. Once they were permitted to reopen, a new problem emerged: a nationwide shortage of hourly workers that had the largest impact on the hospitality industry.

Anyone who has worked in hospitality the last couple of years has heard about and understands the impact of the labor shortage. But recent updates have emerged that will change how you look at 2024.

The National Restaurant Association reports that the leisure and hospitality sector has exceeded its number of jobs for the first time since COVID-9 hit the U.S. in early 2020; with 12.37 jobs in September 2023 versus 12.34 million in February 2020. Though this change is minuscule, it paints a bigger picture.

But what does that picture show? Read on for a complete 2024 staffing outlook!

Source: LGC Staffing, LinkedIn

[Read Full Story](#)

Podcast: It's Time to Talk to Your Team About Mental Health



The business world is beginning to recognize the importance of mental health. That's why writer, entrepreneur, and podcast host Morra Aarons-Mele says that the more we understand and talk about our own mental health, the better we are as managers and colleagues.

Listen to this podcast for tips on how to work with-and through-your anxiety. If you're a senior leader or a human resources professional, you'll also learn ways to help your organization prioritize employees; mental health.

Key episode topics include: leadership, psychology, mental health, managing yourself, emotional intelligence.

Source: HBR on Leadership

[Listen to the Podcast](#)

Stopping is as Important as Starting

It's a lot easier to start things than to stop them. Starting feels like growth and adventure, and things feel alive. Stopping can feel like loss and failure, but it shouldn't be.



When you start something:

- Always couch it as a trial. That'll make it easier to stop w/o that sense of failure.
- Try to estimate a duration. "Let's do this for ___ years."
- Don't let yourself do that (start something) without making room for it by stopping something else or at least reviewing what you're already doing to see if something has come to a natural end.

Check out this complete article – it's the perfect time!

Source: David C. Baker

[Read Full Story](#)

Allow Them to Thrive: 2024's Talent Retention Realities



Last year, the Great Resignation left many employers to deal with sky-high turnover as the rate of workers quitting their jobs peaked, according to data from the Bureau of Labor Statistics.

Over the past six months though, that staff churn has settled, returning to pre-pandemic levels. And with fewer (and less appealing) job opportunities elsewhere, workers are expected to stay put in the roles they have for much longer through 2024.

This trend (dubbed the “BIG STAY” in an attempt to make it as catchy a term as its predecessor the Great Resignation), will raise different pressures for employers in 2024. While companies may no longer need to worry about a mass exodus of talent, they will need to meet workers’ higher expectations around internal career growth opportunities to keep them engaged and motivated and avoid burnout and quiet quitting.

“You have people now who two years ago could go out if they weren’t getting great performance reviews or weren’t necessarily loving their jobs; they can leave and go find something pretty easily. Now that’s not happening,” said Shayna Royal, director of talent acquisition at HR software firm Paycor. To ensure staff stay valuable to the company and feel that way about themselves, “managers will have to find better ways to improve people’s performance,” she said. Part of that will involve ensuring there are ample learning and development opportunities, while care should be taken to ensure there is healthy internal mobility and the prospect of promotions is within reach to ensure staff stay engaged, she said. “It’s going to be really important for a company to invest in and really put a lot of emphasis on their internal hiring practices,” she said.

Read on for more insights on this topic.

Source: Hailey Mensik, *WorkLife*

[Read Full Story](#)



Get Inspired by What's Ahead!

The foodservice and hospitality industries are coming together with an **ALL NEW**, fast-paced day of sharing everything that you need for your business in 2024!

This industry trade show will deliver an **easy, fun and efficient** way to test out products, connect with current and new suppliers, hear best practices from peers and get inspired for a new year of success.

Register by January 15th for the Early Bird Rate.

WRA members: \$19

Non-members: \$29

[More Info / Register](#)

Your **INDUSTRY**. Your **ASSOCIATION**. Your **COMMUNITY**.

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

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