

[View this email in your browser](#)



February 20, 2024

## In this issue:

- [How to Talk to Your Team About a Decision You Disagree With](#)
- [How Technology Can Help You Get a Good Night's Sleep](#)
- [You Want Momentum Through Harmony](#)
- [Webinar: The Future of Restaurants](#)
- [Why More Employers are Improving Their Time-Off Leave Policies](#)
- [Wisconsin Food & Hospitality Expo March 13](#)

## How to Talk to Your Team About a Decision You Disagree With



When you're part of a company's management structure, there will be moments when you'll have to represent a decision your bosses made that you don't agree with to your team.

Carrying the proverbial flag on behalf of the powers-that-be won't feel good, but that's part of the job. Barring a decision

or action that is immoral, illegal, or unethical, standing behind decisions that don't go your way is one of the most challenging things you'll have to do as a leader. Doing so effectively requires thoughtful preparation.

This article provides six strategies to use when you have to convey a decision you don't agree with.

*Source: Ron Carucci, Harvard Business Review*

Read Full Story

## How Technology Can Help You Get a Good Night's Sleep

Being tired can be, let's face it, tiring. There's nothing worse than feeling sluggish when you've got a day's work in front of you, chores to do, or kids to look after.



While we're advised to avoid technology to get a good night's sleep, it has a place in offering a stable routine, access to useful apps, and can ensure you are well-prepared for the night ahead.

If you're ready to change the way you sleep and want to get some extra Zs, here are some great tips so that you can sleep more peacefully, and improve our overall sleep hygiene.

Tired of feeling tired? These tips will ensure you get a good night's sleep, and they're all available in a free [downloadable cheat sheet](#).

Get the cheat sheet and get some good sleep!

Source: *MakeUseOf*

Read Full Story

## You Want Momentum Through Harmony



Businesses today face constant change – fluctuations in their markets and the broader economy, new technology in the workplace, and the transformational effects of AI.

This widespread disruption is “putting pressure on organizations with respect to performance and profitable growth,” leadership expert

Ryan Estis shared in his People Fundamentals webinar for Betterworks. “And so I think you’re seeing that play out, and that’s creating tension between what’s required to grow a business and the evolution and the needs and expectations of our people.”

Check out highlights from Ryan’s session to learn how to prioritize the well-being of your people while navigating change.

*Source: Alex Young, Betterworks*

[Read Full Story](#)

## Webinar: The Future of Restaurants

Register for an engaging discussion about the future of human resources in the restaurant industry! For this insightful session, we welcome HR and finance leaders who have achieved remarkable success in hiring across multiple locations while building a strong and vibrant organizational culture in the highly dynamic restaurant industry.

This free webinar will explore how to navigate the evolving landscape of human resources in the restaurant industry, overcome the unique obstacles posed by multiple locations, and leverage technology to streamline HR processes and foster a unified culture.

The panelists will discuss:

- Communication and engagement amongst a dispersed workforce.
- Onboarding and training new employees in a fast-paced environment.
- Managing expectations amongst a multi-generational workforce.

*Source: Paylocity*

[Register for Webinar](#)



## Why More Employers are Improving Their Time-Off Leave Policies



More employers are rethinking their policies around leave and time-off as they look to bolster talent retention strategies.

More than 80% of US employers plan to change their leave policies for staff over the next two years, according to a survey from

WTW, a workforce intelligence and benefits company, including responses from over 500 employers. Specifically, they're looking to alter their policies around caregiver leave, bereavement leave, and parental leave.

Several factors are driving employers to rethink their policies. The biggest one is to boost talent attraction and retention, that survey found, followed by enhancing the employee experience. That was consistent across employers of all sizes and industries.

What policies do you have in place to offer your employees? Continue reading to learn what is trending in this area and consider what may benefit your operation.

*Source: Hailey Mensik*

Read Full Story

WISCONSIN  
Food & Hospitality **EXPO**

March 13, 2024

State Fair Park | West Allis

The Gig Workforce:  
Your Secret Ingredient to Staffing Success

10:30 am

*Presented by:*  
Cristian Avalos - Director of Partnerships at Hyer  
Bryan Neuschaefer - Director of Operations at Saz's Hospitality Group



*Presented by*




## Staffing Super Session at WF&HE

Join us for this Super Session at the [Wisconsin Food & Hospitality Expo](#). Learn how Saz's Hospitality Group is successfully leveraging the on-demand (aka gig) staffing model to build a flexible, resilient workforce.

This session will explore how their approach to gig staffing has enabled them to quickly meet labor demand, combat turnover, and achieve cost savings throughout their

organization. This can be extremely helpful to staff up during big events like the RNC, NFL draft, summer festivals, and banquets.

Visit the [WF&HE website](#) for details on all programming sessions.

[Only \\$24 for WRA members and \\$34 for non-members.](#) Are you a WRA member? [Email Jenny Caiozzo](#) for the member promo code to save \$10.

**Join us on March 13th to see the latest products, trends, and solutions to make 2024 great!**

Register Today!

Learn More

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](http://wirestaurant.org)

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