



May 31, 2022

How to Build (and Maintain) Epic Restaurant Culture

The restaurant industry has long been associated with long hours, hot-headed chefs, and an intense working environment that only the most passionate could handle. But that's been slowly changing over the past few years.

Even before the pandemic hit, there's been a growing feeling that the restaurant industry has to do better when it comes to employee experience.

We're seeing a culture shift. And the restaurant brands that are leading the change in our industry are putting culture at the forefront.



Source: *7shifts*

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Employee Background Checks

Conducting a proper and fair background check on potential employees is not easy, but it is an effective way to discover potential issues that could hurt your business.

Do you conduct background checks on job applicants? Have you ever thought of doing so? If you answered 'yes' to either of these questions you need to be aware of the legal considerations.

There are a number of federal and state laws, along with local ordinances in some cities, which govern background checks. At the federal level there is the U.S. Equal Employment Opportunity Commission (EEOC) and Title VII of the Civil Rights Act of 1964, which states in part “...a person cannot be denied employment based on a criminal record alone...the decision to hire or not hire must be based on a business necessity...”

Source: *Society Insurance*

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8 Tips for Improving Teamwork in the Restaurant Workplace

It's obvious to see that a restaurant benefits when its employees are working together synergistically. Good teamwork helps to build morale in the workplace, which makes workers more productive and ultimately improves profits.



For restaurants that have excellent teamwork, problem-solving is easier — since people with different skills and knowledge will work together to produce a creative solution. Without good teamwork in the workplace, it's difficult to progress as a business – which can result in poor service and loss of customers. In fact, [86% of employees and executives](#) state that workplace failures are a direct result of a lack of collaboration or ineffective communication.

If you want your employees to work together and produce great results, here are some tips to improve teamwork on the floor of your restaurant.

Source: *Rewards Network*

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How Your Workplace Culture Influences Employee Retention

If you haven't seen this webinar yet, it's a great investment of 60 minutes of your time.

Our four panelists share some great tips on what they're doing in their businesses to create a culture where team members truly feel like they're part of a team.

Panelists include: Erin Vranas of Parthenon Gyros in Madison, Kris Larson of Becketts in Oshkosh, Jeanne Carpenter of Firefly Coffeehouse in Oregon and Paul Bartolotta of the Bartolotta Restaurant Group in Milwaukee.

Source: *Wisconsin Restaurant Association*

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