



FOOD &
BEVERAGE

HR Roundtable

EMPLOYEE RETENTION IDEAS



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COMPETITIVE COMPENSATION AND BENEFITS

- Offering competitive salaries and comprehensive benefits packages, including health insurance, retirement plans, and paid time off, helps employees feel valued and financially secure. This can also include performance bonuses or stock options.
- This is more of an “must have” with salary transparency legislation changes.

COMPETITIVE COMPENSATION AND BENEFITS IDEAS

- Conduct market research to understand your salary benchmarking.
- Purchase salary data.
- Create salary bands that align with your industry peers.
- Offer incentives and variable pay that are tied to organizational or individual goals, and make them STAR based.
- How do your benefits stack up to your peers?
- Do you offer stock or RSU's, or profit share?
- How are raises considered and offered?
- What other perks do you offer your employees?
- Keep updated over time, things change.



CAREER DEVELOPMENT OPPORTUNITIES:

- Investing in employees' professional growth through training programs, workshops, and opportunities for advancement.
- This not only improves their skill set but also shows a commitment to their career progression, increasing their loyalty and job satisfaction.



CAREER DEVELOPMENT IDEAS

- Rotational experience to develop new skills
- Mentorship or job shadowing with someone who can develop skills for the future
- Paying for education upgrades
- Cross-functional projects or secondments
- Allowing for skills development by providing time in a volunteer capacity
- In-Office book clubs
- Executive support groups like TEC
- Toastmasters
- Coaching services
- Industry certifications

RECOGNITION AND APPRECIATION

- Regularly acknowledging and rewarding employees for their contributions.
- This can be through formal recognition programs, awards, or even simple gestures of appreciation.
- Feeling recognized can significantly boost morale and job satisfaction.



RECOGNITION & APPRECIATION IDEAS

- Birthday's / Anniversary's or Milestones.
- Spouse's birthdays, and acknowledgement of the contribution of the employees family.
- Performance awards.
- High five's and in-office success story telling.
- Acknowledgement of the team in town halls.
- Surprise and delight bonuses (envelopes of cash or gift cards for a job well done).
- Team celebrations.
- Cultural appreciation days - learn more about the people you work with.

EMPLOYEE FEEDBACK AND ENGAGEMENT

Regularly soliciting and acting on employee feedback demonstrates that their opinions are valued and considered in decision-making processes. Employee engagement surveys, suggestion boxes, and open forums can be effective ways to gather input.

EMPLOYEE FEEDBACK AND ENGAGEMENT IDEAS

- Open communication channels, company newsletter, text stream, direct access, open door policies, innovation center for good ideas.
- Employee best practice or innovation groups.
- Exit interviews.
- Employee idea wall.
- Employee participation in executive level discussions.
- Employee opinion surveys, and subsequent action groups to implement findings.
- Incentivize good ideas based on their dollar contribution to the organization.

MENTORSHIP AND COACHING PROGRAMS

Pairing employees with mentors or coaches can aid in their personal and professional development. This helps them build valuable relationships within the company and feel more connected and supported.



MENTORSHIP AND COACHING PROGRAMS IDEAS

- Create a Growth Mindset company culture
- Coach training for HR and line managers.
- Leadership training program for new managers.
- Goal Setting conversations.
- Outside coaching service provider, like the Coaching Studio.
- Create a feedback friendly office culture.
- Celebrate organizational growth and recognize improvement.
- Create a safe psychological space and practice reflection and gratitude.
- Create a culture where quiet time is not criticized.

HEALTH AND WELLNESS, TEAM BUILDING PROGRAMS



Implementing wellness programs that focus on physical and mental health can improve overall employee well-being. This could include gym memberships, wellness challenges, mental health days, and access to counseling services.

HEALTH AND WELLNESS, TEAM BUILDING PROGRAM IDEAS

- Community service days.
- Escape Room challenges.
- Outdoor adventures - water balloon rockets anyone?
- Cooking classes or Hell's Kitchen.
- Board Games.
- Team Sports.
- In-Office games.
- Creative workshops - pottery, painting etc.
- Virtual on-line trivia.
- Group yoga or wellness activities.
- Group "Grind" on Grouse Mountain.
- Limit alcohol in activities.

CUSTOMIZED EMPLOYEE EXPERIENCES

Recognizing that employees have unique needs and preferences, and tailoring experiences, benefits, and opportunities to individual employees as much as possible. This can include personalized development plans or flexible benefit options.



CUSTOMIZED EMPLOYEE EXPERIENCES IDEAS

- Flexible benefits.
- No vacation restrictions.
- Employee points or reward programs for attendance, safety etc.
- Flexible work arrangements.
- Individualized development plans.
- Tailored benefits packages.
- Flexible time off.
- Budget for personal development.
- Employee Assistance Programs.
- Ability to customize their workspace
- Peer groups or peer mentors.
- Onboarding that is personalized, not out of the box.

Maintaining open lines of communication regarding company performance, changes, and goals helps employees feel trusted and informed.

Regular updates from leadership and opportunities for Q&A sessions can be beneficial.

TRANSPARENT COMMUNICATION



TRANSPARENT COMMUNICATION

- Establish strong communication policies.
- Open-door communication while respecting confidentiality.
- Frequent updates, and over-communicate.
- Regular updates from leadership, town halls etc.
- Communicate through multiple channels to ensure your audiences receive the message.
- Transparent decision making.
- Consistency in messaging and actions.
- Celebrate transparency.
- Learn from mistakes, own them and acknowledge them.



SUPPORTIVE MANAGEMENT PRACTICES

Ensuring that managers are trained to be supportive and effective leaders. Good management practices include providing clear expectations, constructive feedback, and genuine support for team members' success.

SUPPORTIVE MANAGEMENT PRACTICES IDEAS

- Management / Leadership training.
- Foster open and respectful communication.
- Actively listen.
- Follow the no-surprise rule of feedback... feedback should never be from “left field” or delivered late.
- Foster a culture of trust and empathy.
- State your management style in your company values statement.
- Solicit feedback from employees for improvement.
- Be accessible to the team.
- Become great at conflict resolution and de-escalation.

Actively promoting diversity, equity, and inclusion within the workplace. This involves creating an environment where employees from diverse backgrounds feel welcomed, respected, and valued.

**DIVERSITY AND
INCLUSION
INITIATIVES**



DIVERSITY AND INCLUSION INITIATIVES IDEAS

- Diversity training.
- Cultural Appreciation Days.
- Employee resource groups to foster collaboration with in-office communities.
- Inclusive policies and benefits.
- Assessments of how you are doing from a DEI perspective.
- Anonymous reporting systems.
- Soliciting diverse thoughts in decision making process.
- Pronoun inclusivity.
- Continuous education and accessibility to all.

EMPLOYEE AUTONOMY AND EMPOWERMENT

Giving employees a sense of autonomy in their work and empowering them to make decisions can increase job satisfaction and a sense of ownership in their roles.

EMPLOYEE AUTONOMY AND EMPOWERMENT IDEAS

- Clarify responsibility and areas of influence for each employee.
- Allow them to set their working hour windows.
- Flexible work spaces, or work locations.
- Open communications, virtually or in-person.
- Discuss autonomy and outcomes freely.
- Encourage problem solving.
- Provide technology to support autonomy.
- Focus on results and doing the work, rather than on failures.
- Use failures as growth opportunities.
- Foster a culture of trust and empowerment.
- Open door policy to allow for free info exchange.



Let's continue the **conversation...**

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Let's **Connect.**

