IGNITING A TEAM OF TOP PERFORMERS

tjschier
972.679.6330
tj@smartrestaurantgroup.com
THE CHALLENGE
THE GENERATION...
THE INSPIRATION

www.palsbei.com
SUCCESS FORMULA

• Hire
• Train
• Reward
SUCCESS FORMULA

• Hire
• Train
• Reward
TIME TO FISH
### TALENT ‘CHIPS’

<table>
<thead>
<tr>
<th>Drill</th>
<th>Significance</th>
<th>QB</th>
<th>RB</th>
<th>FB</th>
<th>WR</th>
<th>TE</th>
<th>OT</th>
<th>G/C</th>
<th>DT</th>
<th>DE</th>
<th>ILB</th>
<th>OLB</th>
<th>CB</th>
<th>S</th>
</tr>
</thead>
<tbody>
<tr>
<td>40-yard dash</td>
<td>Speed over distance</td>
<td>4.90</td>
<td>4.55</td>
<td>4.85</td>
<td>4.55</td>
<td>4.85</td>
<td>5.30</td>
<td>5.30</td>
<td>5.15</td>
<td>4.85</td>
<td>4.80</td>
<td>4.70</td>
<td>4.55</td>
<td>4.60</td>
</tr>
<tr>
<td>10-yard split (40)</td>
<td>Initial quickness</td>
<td>1.70</td>
<td>1.60</td>
<td>1.70</td>
<td>1.60</td>
<td>1.70</td>
<td>1.80</td>
<td>1.80</td>
<td>1.80</td>
<td>1.70</td>
<td>1.70</td>
<td>1.65</td>
<td>1.60</td>
<td>1.65</td>
</tr>
<tr>
<td>20-yard split (40)</td>
<td>Maintain burst</td>
<td>2.85</td>
<td>2.60</td>
<td>2.80</td>
<td>2.65</td>
<td>2.80</td>
<td>3.00</td>
<td>3.05</td>
<td>3.00</td>
<td>2.80</td>
<td>2.75</td>
<td>2.70</td>
<td>2.65</td>
<td>2.60</td>
</tr>
<tr>
<td>225-pound bench press reps</td>
<td>Upper body strength</td>
<td>N/A</td>
<td>20</td>
<td>22</td>
<td>12</td>
<td>22</td>
<td>26</td>
<td>26</td>
<td>24</td>
<td>24</td>
<td>23</td>
<td>15</td>
<td>18</td>
<td></td>
</tr>
<tr>
<td>Vertical jump</td>
<td>Explosiveness, leg strength</td>
<td>30&quot;</td>
<td>36</td>
<td>30</td>
<td>36</td>
<td>32</td>
<td>30</td>
<td>30</td>
<td>30</td>
<td>33</td>
<td>33</td>
<td>36</td>
<td>36</td>
<td></td>
</tr>
<tr>
<td>Broad jump</td>
<td>Explosiveness, leg strength</td>
<td>9'0&quot;</td>
<td>9-9</td>
<td>9-3</td>
<td>10-0</td>
<td>9-5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20-yard shuttle</td>
<td>Flexibility, burst, balance</td>
<td>4.30</td>
<td>4.20</td>
<td>4.25</td>
<td>4.15</td>
<td>4.15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>60-yard shuttle</td>
<td>Flexibility, balance, endurance</td>
<td>N/A</td>
<td>11.7</td>
<td>11.8</td>
<td>11.4</td>
<td>11.5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3-cone drill</td>
<td>Agility, change of direction</td>
<td>7.25</td>
<td>7.25</td>
<td>7.40</td>
<td>7.00</td>
<td>7.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
TALENT CHIPS

- Bartender
- Server
- Bar back
- Service Asst
- Prep
<table>
<thead>
<tr>
<th>Your</th>
<th>Texas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your City:</td>
<td>Burnet</td>
</tr>
<tr>
<td>Tell us a bit about you:</td>
<td>I really need a job to pay my bills and her seizure meds</td>
</tr>
<tr>
<td>Zip:</td>
<td>10352</td>
</tr>
<tr>
<td>Phone num:</td>
<td>352</td>
</tr>
</tbody>
</table>
YOUR REPUTATION
HIRING SITES

craigslist

indeed

kiiji

ZipRecruiter
FIND THE RIGHT STAFF

CONTACT STAFF NOW
WRONG BAIT
ATTRACTIVE BAIT!
GIG ECONOMY PAY

NOW HIRING!

Work today, get paid tomorrow!

Text SWEETTEA to 41411 to apply

CEC Entertainment now offers access to earned wages with our NEW “Work Today, Get Paid Tomorrow” program. Don’t wait between paychecks anymore!

It’s more than a paycheck, it’s peace of mind. All CEC Employees are eligible on the 1st day of hire to have access to 25%-50% (or max $500) of their earned wages instantly by signing up with PayActiv.com.

- Must be 18+ years old
- No bank or credit check necessary
- No cost to enroll or cancel and no recurring fees
- $3 (for weekly) - $5 (for bi-weekly) flat fee entire pay period ONLY when services are used
RIGHT BAIT

You’ll never take your work home with you. In fact, it would be illegal.

Become a school bus driver. Call 253-9322. Southland

Make $16.25 an hour doing what most parents do for free.

Become a school bus driver. Call 253-9322. Southland
RIGHT BAIT

NOW INVESTING IN

Hospitality Professionals ...

Full Availability
$12-14/hour
Part-time Availability
$10-12/hour
Leadership Opportunities
$14-17/hour+

Inquire about opportunities at
Chick-fil-A Baylor University
901 S 7th Street, Waco, TX 76706

Apply online at pleaseapplyonline.com/cfabaylor
JOB FAIRS

Kick off your year AT THE MSP JOB FAIR!
FISH IN RIGHT SPOT - GUESTS
Your customer service just now was exceptional. I work for the Apple store and you’re exactly the kind of person we’d like to talk to.
If you’re happy where you are, I’d never ask you to leave. But if you’re thinking about a change, give me a call. This could be the start of something great.
FISH IN RIGHT SPOT – SOCIAL RECRUITING

- #hospitality
- #hospitalityjobs
- #bartenderjobs
- #restaurantjobs
- #(your city)jobs
- #(your state)jobs
TELL THE STORY!
REEL ‘EM IN!
YOUR HIRING STANDARDS?

ARE YOU DRUNK?
☐ YES
☐ NO

[ ]

[ ]
BEHAVIOR BASED INTERVIEWS

Applying for a job at IKEA

Make a chair and take a seat.
SUCCESS FORMULA

- Hire
- Train
- Reward
OFF-THE-SHELF

- Food
- Beer
- Wine
- Food Safety
- Leadership
- Service
TRAINING SYSTEMS
SUCCESS FORMULA

• Hire
• Train
• Reward
RECOGNITION CURRENCY
### ‘FUN’D-Raiser

- **Actual check average**: $12.50
- **‘Average’ check average**: $12.00
- **Incremental Sales**: $.50
- **Number of guests**: $x 200$
- **Total ‘points’**: 100
CATERING REFERRAL BONUSES

Brandi Procter
Southlake

Sara Frandsen
Western Center

Michael Bates
Rowe Mound

WHO IS MISSING?
YOU!
BARTENDER BOUNCEBACK?
<table>
<thead>
<tr>
<th></th>
<th>First Scenario</th>
<th>Second Scenario</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>$800</td>
<td>$900</td>
</tr>
<tr>
<td>Tip %</td>
<td>.15</td>
<td>.18</td>
</tr>
<tr>
<td>Tips/day</td>
<td>$120</td>
<td>$162</td>
</tr>
<tr>
<td>Yearly</td>
<td>$30,000</td>
<td>$40,500</td>
</tr>
</tbody>
</table>
PROFIT SHARE

• Cost .5% over target

• Lower .2%  20 cent/hr bonus

• Lower .5%  30 cent/hr bonus
Get All The Orders Right
TAKEAWAYS

• Get rid of the ‘C’ players!
• PLAN & ‘DRAFT’ using Talent Chips
• Fish where the RIGHT fish are
• SOCIAL RECRUITING/VIDEO
• Train until they ‘Can’t get it wrong’
• Communicate!
• Reward PERFORMERS
IGNITING A TEAM OF TOP PERFORMERS

tjschier
972.679.6330
tj@smartrestaurantgroup.com