

Hiring and Retention

through Culture, Inspiration, and Development

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Culture

How do we define Culture?

- Spirit of Work
- Organic
- Culture vs Core Values

As Leaders, we ...

- Sell Core Values, and Celebrate Culture
- Maximize energy spent highlighting Culture Leaders
- Frame conversations through Core Values

How do we Highlight Culture Leaders?

Symbolism Matters



Inspiration

Ways to Inspire

- Trust
- Be Transparent
- Collaborate
- Maintain Accountability
- Use “We” Language
- Be a Servant Leader



Opportunities to Inspire

- Pre-Shift
- Show by Doing
- Have your team's back
- Interviews: set the tone
- Reviews: maintain that tone.



Development

Shared Values, Vision, and Mission

- Get buy in and investment in that mission
- Maintain Accountability

Identify Passions and Strengths:

- Engage those passions
- Customize training and further learning opportunities
- Deliver for your team:
 - Know each individual's immediate and future goals
 - Meet them where they are, and help them see the road ahead

Competitive Compensation across Roles



Servant Leadership

Homework:

Define Servant Leadership:

What does being a Servant Leader mean to each of us?

What does it mean to you?

Questions?