

## 10 reasons for

# Implementing a staff incentive program in your restaurant & how to do it NOW!



### 1. Mutual Rewards

The company's bottom line increases as the employee's productivity peaks. Incentives make employees feel valued and motivated, which in turn makes them more productive and committed. The company reaps the benefits of a motivated, focused and loyal employee.

### 2. Increased employee motivation

Incentive programs motivate employees by offering rewards for reaching targets and company goals. The rewards are a great motivator but what is more inspiring for the employee is that the company cares enough to offer these incentives.

### 3. Increased company morale

Rewards, incentives and recognition make for a happy, harmonious working environment. Goal setting and targeting objectives helps with focus and purpose. Increases in company morale help to reduce absenteeism and overall company costs.

### 4. Increased company loyalty

Employee incentives for good work go a long way to securing commitment from employees, as they demonstrate that the company values their input and their work. If an employee feels valued and appreciated they are more likely to form an allegiance to the company and stay loyal to that company.

### 5. Increased productivity

The main aim of incentive programs is to encourage employees to work towards company goals. With the promise of incentives and clearly defined targets, employees are more productive and motivated to reach these goals and reap the rewards on offer.

### 6. Increased objective achievement

Using an Incentive Program employers can set realistic goals and reward employees when they reach them. This is a great way to boost productivity and morale while at the same time achieving company goals.

### 7. Clearer communication lines

Clear communication of company goals focuses everyone's attention towards achieving these goals and makes employees more connected and dedicated to the company if they feel they are on track.

### 8. Team Work

Incentive Programs that are fun and engaging promote teamwork and foster an environment that is conducive to success. Employees working towards rewards or targets will pull together to achieve desired results. Teamwork increases efficiency and creates harmony within the workplace.

### 9. Decreased Turnover

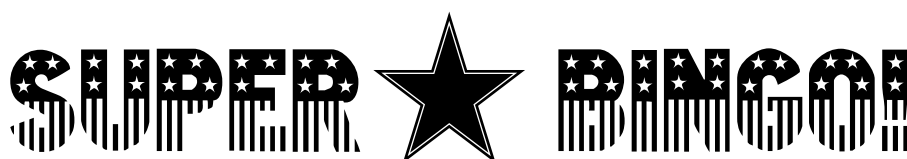
Incentive Programs foster happy, productive working environments, which are more appealing to employees i.e. they are more likely to stay long-term. The advantage of consistent staffing is that you are not spending money on recruiting or training new staff. You are also able to retain loyal committed employees with an invested company interest.

## 10. Decreased overall company costs

What every manager/owner wants to hear. The main purpose of an incentive program is to reduce costs and increase productivity and revenue. This cost can be measured in terms of reduced absenteeism, reduced recruitment costs and turnover of staff. You will also see a significant return on your investment via increased productivity and motivation within the restaurant.

The bottom line with incentive programs comes down to the very simple fact that people like being rewarded for hard work and a job well done. The rewards are only part of the equation. Incentive schemes show employees the company cares and appreciates the work they are outputting. If an employee feels appreciated and has clear targets that result in rewards, then they are more likely to want to come to work.

## Incentive Example.....



### Turn your staff into Superstars!

Below is an editable template you can use to play SUPERSTAR BINGO! with your staff.

Fill out the template, cut it out and hand one to each staff member before the start of the shift and explain the rules:

The aim of the game is to cross out as many items on the board as possible until you get a straight line horizontally, vertically across the entire table or diagonally from corner to corner. Once you have sold an item, let your manager know and they can cross it off your card. The star in the middle give you a free pass. The first staff member to get 'BINGO!' gets a prize!

Let the games begin!

### If every staff member sold.....

- 2 PRE-DINNER DRINKS
- 3 STILL OR SPARKLING WATERS
- 3 PRE DINNER SNACKS OR BREADS
- 3 SIDE DISHES
- 4 DESSERTS
- 3 TEAS OR COFFEES
- 3 COCKTAIL SPECIALS
- 3 CHEF'S SPECIALS

### That's a potential sale of.....

- \$18 A DAY AND \$126 A WEEK
- \$15 A DAY AND \$105 A WEEK
- \$24 A DAY AND \$112 A WEEK
- \$18 A DAY AND \$126 A WEEK
- \$60 A DAY AND \$420 A WEEK
- \$9 A DAY AND \$63 A WEEK
- \$48 A DAY AND \$336 A WEEK
- \$69 A DAY AND \$483 A WEEK

OVER A DAY, THAT'S \$273 PER STAFF MEMBER WHO TICKS THESE ITEMS OFF.

THAT'S AN EXTRA \$,1863 IN YOUR TILLS OVER A WEEK

And over the space of a year, that's potentially a whopping

**\$96,876**

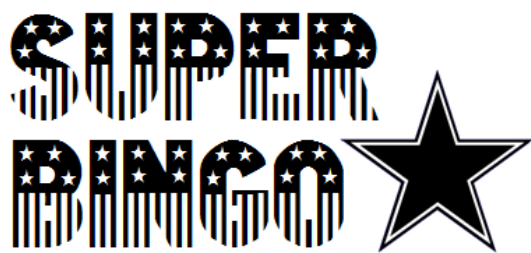
for EACH STAFF MEMBER THAT PLAYS SUPERSTAR BINGO!

### Example template for Superstar Bingo!:



TEA/ COFFEE	COCKTAIL SPECIAL	SIDE DISH	DESSERT	BREAD
PRE- DINNER DRINK	SPARKLING WATER	CHEF'S SPECIAL	TEA/ COFFEE	DESSERT
BREAD	CHEF'S SPECIAL	★	SIDE DISH	TEA/ COFFEE
DESSERT	COCKTAIL SPECIAL	SPARKLING WATER	CHEF'S SPECIAL	COCKTAIL SPECIAL
SIDE DISH	SPARKLING WATER	BREAD	DESSERT	PRE- DINNER DRINK

**Editable template:**






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VP Training & Development – Phone 0410 793 491

[www.vanessapollock.com.au](http://www.vanessapollock.com.au)

[mail@vanessapollock.com.au](mailto:mail@vanessapollock.com.au)