

THE GRAVITY RESTAURANT LEADERSHIP SYSTEM

The Gravity Hiring, Retention & Employee Relations System

GRV-HR01-GRV-HR30 | Release 1.1

A practical system for controlling hiring pipeline, retention, employee concerns, fair documentation, and workforce health.

Why this system exists

The Gravity Hiring, Retention & Employee Relations System | GRV-HR01

Management Meaning

Restaurants lose control when hiring pipeline, retention, employee concerns, fair documentation, and workforce health are handled through memory, habit, emergency reactions, or private judgment instead of a reviewed record.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Truth - Cost - System

The Gravity Hiring, Retention & Employee Relations System | GRV-HR02

TRUTH

see the current condition.

COST

Name the operational, financial, human, and trust damage.

SYSTEM

Assign owners, use tools, review evidence, and verify repair.

What this system owns

The Gravity Hiring, Retention & Employee Relations System | GRV-HR03

Management Meaning

This system owns records, cadence, roles, review gates, exception handling, and improvement actions for hiring pipeline, retention, employee concerns, fair documentation, and workforce health.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

What this system does not replace

The Gravity Hiring, Retention & Employee Relations System | GRV-HR04

Management Meaning

It does not replace legal, accounting, payroll, HR, food-code, engineering, insurance, fire, safety, privacy, payment-card, or other qualified review.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

The six operating areas

The Gravity Hiring, Retention & Employee Relations System | GRV-HR05

01-05

01-05 Governance and authority.

06-10

06-10 front-line readiness.

11-15

11-15 routine control.

16-20

16-20 exceptions.

21-25

21-25 planning.

26-30

26-30 scorecards and renewal..

Thirty tools share one operating grammar

The Gravity Hiring, Retention & Employee Relations System | GRV-HR06

Management Meaning

Every tool has one official ID, owner, frequency, source standard, decision field, and verification path. No uncontrolled local duplicates.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Governance and roles

The Gravity Hiring, Retention & Employee Relations System | GRV-HR07

Management Meaning

The owner approves thresholds. The GM runs the rhythm. Department managers complete assigned checks. Qualified reviewers handle regulated or sensitive decisions.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Daily rhythm

The Gravity Hiring, Retention & Employee Relations System | GRV-HR08

Management Meaning

Daily work catches current problems before they become guest damage, waste, loss, risk, or turnover. The manager records facts first.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Weekly review rhythm

The Gravity Hiring, Retention & Employee Relations System | GRV-HR09

Management Meaning

Weekly review asks: what failed, what repeated, what is overdue, what costs us, and what must be corrected before the next week.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Monthly scorecard rhythm

The Gravity Hiring, Retention & Employee Relations System | GRV-HR10

Management Meaning

Monthly scorecards convert raw activity into patterns, risks, closed actions, current owners, and next priorities.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Evidence and source rules

The Gravity Hiring, Retention & Employee Relations System | GRV-HR11

Management Meaning

Every record names the source, date, owner, limitation, and decision. Estimates are labeled until verified. Completed records are archived.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Corrective-action discipline

The Gravity Hiring, Retention & Employee Relations System | GRV-HR12

Management Meaning

Corrective action closes the control failure, not only the immediate problem. Cause, action, owner, due date, evidence, and verification are required.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Dashboard measures

The Gravity Hiring, Retention & Employee Relations System | GRV-HR13

Management Meaning

Track open actions, overdue actions, high-risk failures, completion rate, closure rate, owner review current, and next 90-day priority.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

How the forms library is used

The Gravity Hiring, Retention & Employee Relations System | GRV-HR14

Management Meaning

The forms library provides field-ready records for all 30 tools. Use the PDF for clean distribution and DOCX for controlled local customization.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

How the workbook is used

The Gravity Hiring, Retention & Employee Relations System | GRV-HR15

Management Meaning

The XLSX is the live control center. The PDF workbook is the stable print/share reference. Do not type over formulas or rename controlled sheets.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Manager training cadence

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Management Meaning

Train the why, the rhythm, the form standard, and the dashboard review. Managers should practice with one realistic example before live use.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

First 30 days

The Gravity Hiring, Retention & Employee Relations System | GRV-HR17

Management Meaning

Stabilize: assign owner, map sources, launch the first high-value tools, and stop unmanaged exceptions.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Days 31-60

The Gravity Hiring, Retention & Employee Relations System | GRV-HR18

Management Meaning

Standardize: train managers, connect handoffs, review failed controls, and remove duplicate local forms.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Days 61-90

The Gravity Hiring, Retention & Employee Relations System | GRV-HR19

Management Meaning

Scale: use dashboard trends, close corrective action, and approve a 90-day improvement plan.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.

Final operating standard

The Gravity Hiring, Retention & Employee Relations System | GRV-HR20

Management Meaning

Face the truth. Name the cost. Build the system. Review the evidence. Correct the failure. Verify before expanding.

Expected Behavior

Use the approved GRV-HR tool, record facts before judgment, name the source and owner, choose one next action, and verify the result before marking the work complete.