

# 2022 FLORIDA RESTAURANT & LODGING SUMMIT

AUGUST 17-18, 2022 | SEMINOLE HARD ROCK HOTEL & CASINO

## WEDNESDAY, AUGUST 17TH

8:30AM - 11:30AM

IFBTA TECH CAMP

TERRACE BALLROOM A & C

Instructors:

**Rob Grimes**, Founder & CEO | The International Food & Beverage Technology Association

**Dr. Cihan Cobanoglu**, Dean | School of Hospitality, University of South Florida

**Lou Grande**, Former CIO | Red Lobster & Past Chair, IFBTA

**Skip Kimpel**, Principal of Independent & SBM Consulting | ConStrata Consulting



*The FRLA Summit kicks off with the IFBTA TechCamp. TechCamp is offered through the FRLA's partnership with the IFBTA (International Food and Beverage Technology Association) and is ideal for Independent and Small to Medium operations with limited resources to focus on technology. Those attending TechCamp will come away with an understanding of the basics as they make decisions that impact all areas of operations and management.*

*An onsite version of the IFBTA's CFTP Program (Certified Foodservice Technology Professional), TechCamp is a "101 Level Course" presented by industry experts representing leading operators, educators, and consultants. TechCamp is presented in 3-sections covering systems and applications that are guest facing, used behind-the-scenes, and required by management. Over 20 areas are covered, including POS, online ordering/delivery, back-office, loyalty, drive-thru, payments, digital signage & menu boards, labor, production, HRIS, data security, and many others.*

*Those who attend will be prepared to take the online test to receive the CFTP Certification from the IFBTA.*

10:00AM - 2:00PM

REGISTRATION

- **Commission-Based Compensation Model**

*SALON EAST*

**Moderator:** Charles Musgrove, Founder | capserv360

**Panelists:** Kyle R. Greene, President | Kyle G's Restaurants  
Marc Brown, President | 23 Restaurant Services  
Zach Feinstein, Owner | The Feinstein Group  
Christina Feinstein, Owner | The Feinstein Group  
Tyler Jarvis, Owner | Jackacuda's Seafood & Sushi  
Steven Sapp, Operating Partner | Shades Bar & Grill, Shaka Sushi, & Pescado Grill

*What has the impact of the Commission Model been for restaurants in 2022?*

- Employee retention
- Compensation to ALL employees
- Restaurant profitability
- Customer retention

*Restaurant owners from different areas in the state will participate in a panel discussion to describe their experiences in implementing the Commission Model in 2022. Their experience will provide insight for others as they adapt to the increasing minimum wage laws and increased wage pressure on employee pay.*

- **Maintaining Brand Reputation in Today's Social, Cultural, and Political Wars**

*TERRACE BALLROOM B & D*

**Moderator:** Joseph Kefauver, Founding Partner | Align Public Strategies

**Panelists:** Franklin Coley, Partner | Align Public Strategies  
James Verdi, Principal | Jackson Lewis

*We will discuss the state of play of the current unionization campaigns with a particular emphasis on brand impact to Starbucks and other industry players; the changing employee and stakeholder pressure for business leaders to "speak up" on social and cultural issues and the brand implications; the rise in employee empowerment and implications for the labor marketplace; and emerging cultural, social, and legislative issues affecting business models and brands.*

- **Ancillary Revenue-Generating Tactics: Profit Matters**

*SALON WEST*

**Moderator:** Lisa Lombardo, Chief People & Culture Officer | HDG Hotels

**Panelists:** Roger Amidon, General Manager | Palm Beach Marriott Singer Island  
Jeff Bailey, COO | HDG Hotels  
Joy Boyd, General Manager | Baker's Cay Resort



**Mutluhan Kucuk**, Complex Managing Director | Loews Miami Beach

**Sharon Lockwood**, Area General Manager | JW Marriott Marco Island

*You know how to revenue-manage the rooms in your property, but what about other revenue-generating departments? This data dive explores how to push for profitability in other departments, from F&B outlets to golf to poolside cabanas and more. Learn about the most effective revenue management tactics, tools, and ways to gain influence with other departments and teams at your hotel.*

**12:00PM - 1:45PM**

**WELCOME LUNCH KEYNOTE**

**SEMINOLE BALLROOM**

- **Welcome**

*Special guest speakers announced soon!*

- **State of the Industry Address**

**Speaker:** Fred LeFranc, Chaos Strategist | Results Thru Strategy

- **The Road Ahead: Is Your Restaurant, Hotel, and Business Prepared?**

**Moderator:** Melissa Hughes, Published Author & Speaker | The Andrick Group

**Keynote Speaker:** Robert Irvine, Celebrity Chef & Television Personality

**Panelists:** Heiko Dobrikow, General Manager | Riverside Hotel

Danielle Rosse, Owner | Oceans234

Carlos Gazitua, Chief Executive Officer | Sergio's Restaurants

*Our hotel, restaurant, and supplier panel will ask Robert tough questions that the hospitality industry is facing, including staffing, rising fuel and food prices, changing technology, and food delivery.*

**1:45PM - 2:00PM**

**GET CONNECTED! NETWORKING BREAK**

**SPONSOR MARKETPLACE**

- **Entrepreneurs & Explorers – We Are Always Looking for a Better Way**

*SALON WEST*

**Moderator:** Sheldon Suga, Vice President & Managing Director | Hawks Cay Resort

**Panelists:** Alex Cabanas, President | Pyramid Global Hospitality  
Neil Shah, President & Chief Operation Officer | Hersha Hospitality

Keith Space, President | Fort Hospitality/Four Seasons  
Jennifer Barnwell, President | Curator Hotel & Resort Collection

*An intimate fireside side chat. Gain practical insight into diverse vantage points and operational expertise. Engage with forward-thinking global hotel leaders who represent brands and independents. Get the inside scoop on what they are doing to stay on top, elevate, and refine industry standards.*

- **The Politics of Branding: How to Sell and Grow In America's Hyper-Political Marketplace**

*TERRACE BALLROOM A & C*

**Speaker:** Joe Clements, Co-Founder & CEO | Strategic Digital Services

*What do Nike, Chick-fil-A, and Disney have in common? Each of these companies has lost millions thanks to politically driven brand crises. The Politics of Branding reveals how politics have become a key piece of consumer identity that drives billions of dollars in consumer spending decisions. Learn how to navigate the new hyper-political marketplace and how it is based on a groundbreaking scientific poll of 1,004 Florida consumers designed to answer one huge question: "How do politics impact consumer behavior?"*

- **HELP WANTED! Workforce Resources for Tomorrow**

*TERRACE BALLROOM B & D*

**Moderator:** Dannette Lynch, Regional Director/Director of Membership & Development | Florida Restaurant & Lodging Association

**Panelists:** Carly Eglin, Co-Founder/Chief Operating Officer | Seasonal Connect

Dr. Peter Ricci, Director of Hospitality & Tourism Management | Florida Atlantic University

Dr. Edward Walden, Director of Professional Advancement | National Restaurant Association Educational Foundation

Sarah Cozewith, VP of Career Development | American Hotel & Lodging Association Foundation



*Everyone is looking for ways to attract and retain a workforce for now and the future. Panelists will share opportunities on available funding, training and mentorship opportunities, and even seasonal employee options.*

- **Happier Hour with Einstein: Scientific Secrets to Improve the Guest Experience**

**SALON EAST**

**Speaker:** **Melissa Hughes**, Published Author & Speaker | The Andrick Group

*The old customer service paradigm has been replaced with a more meaningful guest experience - connecting with guests in a way that makes them want to share their experience with others and creating the kind of brand loyalty that makes them your strongest marketing asset. We've learned a lot over the last several decades about how the brain works and subconscious forces that influence the guests' journey from first impressions to settling the tab. There is a wealth of research that shows why we like what we like, why we buy what we buy, and a host of factors that influence our perception of the consumer experience. Brands that understand those invisible forces are able to cut through the clutter and connect with the guest in a meaningful and memorable way.*



**2:45PM - 3:15PM**

**GET CONNECTED! NETWORKING BREAK**

**SPONSOR MARKETPLACE**

**3:15PM - 4:00PM**

**BREAKOUT SESSION 2**

- **Enhancing your Team, Guest Experience & Profitability through Digital Integration**

**SALON WEST**

**Moderator:** **Carlos Gazitua**, President & CEO | Sergio's Family Restaurants

**Panelists:** **Elad Inbar**, President & CEO | RobotLab, Inc.

**Juan Higueros**, Co-Founder & COO | Bear Robotics

**Tim Rogers**, Business Development Executive | Relay

**Sheldon Suga**, Vice President & Managing Director | Hawks Cay Resort

**Zach McNelis**, VP of Customer Experience | WAY

*Learn about the latest advances in technology integrations and experience entirely new product lines, live demonstrations with robotics, and automation.*

- **Adapt or Die!**

**TERRACE BALLROOM A & C**

**Moderator:** **Fred LeFranc**, Chaos Strategist | Results Thru Strategy

**Panelists:** **Matt Eisenacher**, SVP of Brand Strategy & Innovation | First Watch

*The covid pandemic accelerated the digitization of the restaurant industry. However, it didn't end as the pandemic subsides. Ongoing innovation and evolution are required to maintain growth, remain nimble, and prosper as we move forward. In this interview, you will learn how First Watch completely revamped their service and operational process to survive and how that has allowed them to continue new opening during the pandemic and set the stage for ongoing growth. solutions to the never-ending challenges we face.*

- **Profitable or Parasitic: Are you Losing Money on your Limited-Time Offers?**

*TERRACE BALLROOM B & D*

**Speaker:** Skip Kimpel, Principal of Independent & SBM Consulting | ConStrata Consulting

*Running a profitable Limited Time Offer (LTO) campaign is a powerful marketing tool for any restaurant, but it can be difficult to know where to start or how to ensure you're making the most of your investment. Without careful planning and execution, an LTO can end up costing your restaurant money instead of making you more money. Learn about techniques and tools to forecast the financial results and ensure you have the right approach for your upcoming campaigns. This will help to install confidence that you're on track to make a profit and not a loss with your LTOs.*

- **Is Your Training Woke?**

*SALON EAST*

**Speaker:** Kevin Johnson, Shareholder | Johnson Jackson

*Learn how to navigate and understand the context of Florida's new Stop Woke/ Individual Freedom Act. Learn more about specific prohibitions of the law and the potential effects on corporate training and policies.*

4:00PM - 4:15PM

SPONSOR MARKETPLACE

GET CONNECTED! NETWORKING BREAK

4:15PM - 5:00PM

BREAKOUT SESSION 3

- **Beyond Loyalty: Digitization of the Restaurant Industry**

*TERRACE BALLROOM A & C*

**Moderator:** Fred LeFranc, Chaos Strategist | Results Thru Strategy

**Panelists:** Abhinav Kapur, CEO | Bikky Inc.

Michael Lukianoff, CEO | Extropy 360

*The restaurant industry is going through a digital transformation. Every area of operations has been impacted-from robots to mobile to food prep. This has helped restaurants to survive and thrive as we move past the pandemic. One of the*

*additional benefits is that we have more customer information available than ever before. At the same time, restaurants and hotels are overwhelmed with customer companies have loyalty programs that help identify various cohorts. The challenge for them is that they have a limited amounts of identification fields and access to other data sources. Smart companies are using new ways to understand their customers and build stronger relationships. One solution is a Customer Data Platform (CDP). This is a powerful database that can import data from a variety of sources and can help identify who your customer is, what they buy and how often they visit, and coupled with external sources can identify their buying and spending patterns beyond one's operation. There are other resources available now that never existed that will help you with pricing as well. This panel will feature experts that will share how this rapidly changing landscape can be harnessed to your benefit. This will allow you to target specific customers in a curated manner, creating more traffic and strengthening your brand affinity.*

- **Supply Chain Challenges & New Approaches**

*TERRACE BALLROOM B & D*

**Moderator:** Henry Delgado, Managing Partner | Smith & Wollensky

**Panelist:** Kevin Greiner, CEO | Gas South

Carmen Casabielle, Corporate Director of Sales | Imperial Dade

Jesse Jacobs, VP Sales & Marketing | Performance Food Service

TJ Pierri, General Manager | Pelican Grand Resort

Bryan Verhoef, Director of Area Sales | Coca-Cola North America

*Access to an efficient and thriving supply chain ensures that operators can establish and maintain their hotels and restaurants, which drives business and creates the loyal customer base required for growth and continued success. The to navigate these challenges and to optimize your supplier network.*

- **Beverage Trends: Grab a Drink for This!**

*SALON WEST*

**Moderator:** Michael Cheng, Dean | Chaplin School of Hospitality & Tourism Management, Florida International University

**Panelist:** Brian P. Connors, Senior Director, Global Food & Beverage Innovation, and Founding Faculty Director of the Bacardi Center of Excellence | Florida International University's Chaplin School of Hospitality & Tourism Management

Jaymee Mandeville, National Director of Education | Bacardi North America

Adrian Biggs, Director of Trade Engagement | Bacardi

Matthew Weintraub, Head Brewer/Brewery Operations | Cerveceria La Tropical



*The demand for accommodating photo-worthy drink menu items probably has you asking—how can I satisfy everyone? Join our panel for an interactive and spirited presentation featuring award winning experts who will share the latest trends mixology and spirits!*

- **How to Become an Employer of Choice & Retain Great Employees**

**SALON EAST**

**Moderator:** Lisa Lombardo, Chief People Officer | HDG Hotels

**Panelists:** Chris Frawley, COO | Anna Maria Oyster Bars  
Kyle R. Greene, President | Kyle G's Restaurants  
Don Wilson, Owner | Twisted Biscuit Diner  
Chris Rollins, COO | The South Beach Group Hotels Inc.  
Hal Lawlor, COO | Smokey Bones



*We have seen the pendulum swing back and forth between candidate's markets and employers' markets. Companies come and go as the hospitality industry changes, technology evolves, and consumer priorities shift. And yet through it all, there are a handful of companies that consistently attract and retain the best talent. Learn what sets these companies apart and how to hire and retain superior talent through fantastic culture, attractive benefits, and earn a reputation for high levels of employee satisfaction.*

5:00PM - 6:30PM

**HOSPITALITY HAPPY HOUR**

*SPONSOR MARKETPLACE*

## **THURSDAY, AUGUST 18TH**

7:30AM - 8:45AM

**BREAKFAST**

*SPONSOR MARKETPLACE*

8:00AM - 10:00AM

**REGISTRATION**

*SPONSOR MARKETPLACE*

8:45AM - 10:00AM

**MORNING KEYNOTE**

*SEMINOLE BALLROOM*



- **Welcome & Special Guest Speaker**

**Speaker:** Hal Lawlor, COO | Smokey Bones

- **State of the Industry Address Part II**

**Speaker:** Fred LeFranc, Chaos Strategist | Results Thru Strategy

- **Keep Them Longer: How to Gain, Train and Retain Next Generation**

**Speaker:** Gabrielle Bosché, President | The Millennial Solution

*Has your company been impacted by the 69 million Americans who left their jobs last year? The Great Hiring has been followed by The Great Resignation, and leaders throughout the industry are left wondering: what are we doing wrong? The role we have played as employers has changed. So how do you compete for good people and retain the great ones too in a post-Covid world? And how do you avoid the worker turnover that cost American companies \$30 billion last year alone? In this session, discover how to make your culture so good that anyone would feel stupid for wanting to leave. Discover the unbelievably simple strategy that creates deeper connection, increases retention, and improves work output - without adding another program or time-consuming training. Identify what "work impact" and "work life integration" means for each generation and never lose a great employee again. You will not want to miss this session geared towards leaders who are tired of losing great people and don't want to spend time and money on a system they aren't sure will work.*



10:00AM - 10:15AM

**GET CONNECTED! NETWORKING BREAK**

SPONSOR MARKETPLACE

10:15AM - 11:00AM

**BREAKOUT SESSION 4**

- **Benefits of Sustainability in Hospitality**

*SALON WEST*

**Moderator:** Laura Ciampa, VP of Human Resources/Training | Ocean Reef Club

**Panelists:** Chef Allen Susser, James Beard Winner | Chef Allen's Consulting  
Sheena Chin-Greene, Green Lodging Program Director | Florida Department of Environmental Protection

Steve Keup, VP of Operations | Hersha Hospitality

Bill Waichulis, SVP of Operations | Florida Resort Division of Boykin Management Company

Nick Velardo, VP Food & Beverage | The Breakers Palm Beach

Robert D. Henry, President & CEO | Robert D. Henry Architects



*Learn cutting-edge trends and ideas for cutting costs while utilizing local resources, sustainable products, eliminating food and water waste, using sustainable and renewable resources, and engaging and educating staff and guests on sustainable initiatives.*

- **Getting Your Message Out in Today's New Media**

**SALON EAST**

**Moderator:** John Horne, Owner/ President | Anna Maria Oyster Bars & Café L'Europe

**Panelists** Peter Schorsch, Publisher | Florida Politics & Influence Magazine  
Carlos Gazitua, Chief Executive Officer | Sergio's Family Restaurants  
Sheldon Suga, Vice President & Managing Director | Hawks Cay Resort

*With increasing competitiveness in today's media landscape, it is important for businesses to utilize the right public relations tools and tactics to successfully get your message out. In good times and in bad, developing the right relationships will go a long way to help you promote AND protect your brand. Listen to hospitality and media leadership highlight: best practices for engaging with the media, how to obtain positive coverage, addressing an emergency or negative story, and how to make sure you stand out from the crowd!*

- **The Secret Sauce for an Exceptional Employee Experience**

**TERRACE BALLROOM A & C**

**Speaker:** Melissa Hughes, Published Author & Speaker | The Andrick Group  
*Hospitality is undoubtedly one of the hardest-hit industries by the pandemic, but as hotels and restaurants continue to recover, high turnover continues to be a challenge. Assumptions about human motivation and performance that are outdated and inaccurate are not only costly but counterproductive to providing an exceptional guest experience. The good news is that the work of scientific research conducted over the last several decades illuminates key influences on the employee experience and how that experience ultimately impacts the customers' perception of the brand. Leaders who apply these scientific findings to nurture a healthy organizational culture will keep their top talent happy, engaged, and delivering exceptional customer service.*

- **Loyalty isn't Dead - It's Broken!**

**TERRACE BALLROOM B & D**

**Speakers:** Sam Stanovich, SVP Franchise Leadership | Big Chicken  
Jason McEachern, CIO | Big Chicken



*We examine the future and why free food and digital punch cards don't appeal to our next level of consumer, the Gen Z and Gen Alpha. We will share strategies on the 5 main points and 4 wins on building that true guest relationship and loyalty.*

11:00AM - 11:15AM

GET CONNECTED! NETWORKING BREAK

SPONSOR MARKETPLACE

11:15AM - 12:00PM

BREAKOUT SESSION 5

- **Drive Tourism Traffic Through Partnerships to Your Hotel**

*TERRACE BALLROOM B & D*

**Speakers:** Lindsey Norris, Regional Partnership Manager | VISIT FLORIDA  
Angela Vaughn, Director of Marketing & Operations, Hospitality Division | Miles Hospitality Group

*Join VISIT FLORIDA and Miles Partnership's Hospitality Division to learn about tactical ways to generate awareness, website traffic, and bookings at your property. Leveraging partnership opportunities with VISIT FLORIDA and best practices from Miles Partnership, you will learn how digital programming and qualified first-party data can give your hotel the edge in attracting visitors.*



- **Understanding the Wind, Adjusting the Sails, Moving Forward**

*SALON EAST*

**Speaker:** Carlos Herrera, Chief Economist | Coca-Cola Company  
*Assessing the condition and outlook for the economy and the Foodservice industry.*



- **Health & Wellness Matters Now More Than Ever... For You & Your Team**

*SALON WEST*

**Moderator:** Patrick Fernandes, Executive Managing Director | Carillon Miami Wellness Resort

**Panelists:** Tammy Pahel, VP of Spa & Wellness Operations | Carillon Miami Wellness Resort

Lynne McNeas, President | International Spa Association

Francisco Levine, Chief Business Officer | Bryte

Nancy Falero, Spa Director | SiSpa Marriott Singer Island

Denise Bober, SVP Human Resources | The Breakers Palm Beach

*98% of US adults now prioritize wellness activities while on vacation. There is an astonishing shift towards wellness. Are you missing out? Learn and experience this interactive presentation.*

- **Weed in the Workplace**

*TERRACE BALLROOM A & C*





**Moderator:** Susan Anger, Assistant VP/Claims Legal | Zenith Insurance

**Speakers:** Kevin Johnson, Shareholder | Johnson Jackson

*With many states legalizing medical and recreational marijuana usage, employers are interested to know how it will impact their workers' compensation claims and hiring practices. Should marijuana be part of a pre-employment testing panel? Are there ADA implications to screening for marijuana? Zenith Insurance Company's in-house legal expert Sue Anger will be here to explain and answer some of the most common questions around these topics with attorney Kevin Johnson providing the employment-law perspective.*

12:15PM- 1:30PM

CLOSING LUNCH KEYNOTE

SEMINOLE BALLROOM

- **Creating a Customer Service Revolution**

**Speaker:** John DiJulius, Chief Revolution Officer & President | The DiJulius Group

*Be the brand people cannot live without. Learn how numerous companies have made customer service their biggest competitive advantage, are dominating their industries, and are making price irrelevant! At this presentation you'll discover how all your employees can have compassion & empathy for your customers, to create a Customer Service Vision statement, to create non-negotiable standards that every team member will follow, and to Make Price Irrelevant.*

**Heartland**