

# Store Manager

## Job Summary and Mission

This job contributes to Starbucks success by leading a team of store partners to create and maintain the Starbucks Experience for our customers and partners. The store manager is required to regularly and customarily exercise discretion in managing the overall operation of the store. In particular, a majority of time is spent supervising and directing the workforce, making staffing decisions (i.e., hiring, training, evaluating, disciplining, discharging, staffing and scheduling), ensuring customer satisfaction and product quality, managing the store's financial performance, and managing safety and security within the store. The incumbent is responsible for modeling and acting in accordance with Starbucks guiding principles.

## Summary of Key Responsibilities

Responsibilities and essential job functions include but are not limited to the following:

### **Leadership**

- Setting goals for the work group, developing organizational capability, and modeling how we work together;
- Demonstrates a calm demeanor during periods of high volume or unusual events and manages smooth transitions thereafter to keep store operating to standard and to set a positive example for the store team.
- Displays a customer comes first attitude by training and holding partners accountable for delivering legendary customer service.
- Drives the implementation of company programs by developing action plans and directly motivating and instructing the store team to implement them to meet operational and organizational objectives.
- Manages with integrity, honesty and knowledge that promote the culture, values and mission of Starbucks.
- Plans, identifies, communicates, and delegates appropriate responsibilities and practices to store partners to ensure smooth flow of operations.
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# Starbucks Store Manager New Opening Guide

**Y Pai**



## **Starbucks Store Manager New Opening Guide:**

Leading the Starbucks Way (PB) Joseph A. Michelli, 2013-09-06 Lead Your Business the Starbucks Way Foreword by Herve Humler President and COO The Ritz Carlton Hotel Company L L C One of the best recognized and admired brands in the world Starbucks singlehandedly transformed the ordinary delivery of coffee into a cultural phenomenon a result of the company s exemplary leadership practices Joseph Michelli author of the Wall Street Journal USA Today and BusinessWeek bestseller The Starbucks Experience explains that the international success of Starbucks begins with a promise To inspire and nurture the human spirit one person one cup and one neighborhood at a time Michelli offers a perspective on the leadership principles that drove the iconic coffee company s resurgence from serious setbacks during the economic downturn one of the few true turnaround stories of this time And the company continues to grow dramatically entering new markets and channels with fresh products and technologies In Leading the Starbucks Way Michelli establishes five actionable principles that fuel long term global sustainability at Starbucks and that can be used in any company in any industry Savor and Elevate Love to Be Loved Reach for Common Ground Mobilize the Connection Cherish and Challenge Your Legacy Leading the Starbucks Way is a penetrating look at the inner workings of one of today s most successful brands The company gave Michelli one on one access to a variety of employees called partners to write this book from baristas to senior leaders including Howard Schultz chairman president and chief executive officer In short success is all about loving your product loving your customers and loving your employees Sincerely Without fail Even in the face of business challenges Praise for Leading the Starbucks Way Michelli shows us how a small Seattle based chain of coffee shops became one of the most beloved brands on the planet So grab a cup of coffee put your feet up and read this book Ken Blanchard coauthor of The One Minute Manager and Leading at a Higher Level Culture is everything This fast moving fascinating book gives you countless practical ideas you can use immediately to create a company climate of inspiration and loyalty Brian Tracy author of Full Engagement Michelli identifies the principles by which Howard Schultz and his team passionately perform in a culture that loves respects and rewards suppliers employees customers shareholders and the community Robert Spector author of The Nordstrom Way Leading the Starbucks Way provides the key success factors of a lifestyle brand that is globally scaled locally relevant and powered by the passion of the Starbucks culture John Timmerman PhD Senior Strategist of Customer Experience and Innovation Gallup Organizational consultant Michelli serves up a new helping of the recipe for business success he offered in The Starbucks Experience Kirkus Reviews     *Management* Stephen P. Robbins, Rolf Bergman, Ian Stagg, Mary Coulter, 2014-09-01 The 7th edition of Management is once again a resource at the leading edge of thinking and research By blending theory with stimulating pertinent case studies and innovative practices Robbins encourages students to get excited about the possibilities of a career in management Developing the managerial skills essential for success in business by understanding and applying management theories is made easy with fresh new case studies and a completely

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varf r kunskap om hur vanor fungerar hj lper dig att skapa best ende f r ndrningar i b de ditt och andras beteende [Get on the Job and Organize](#) Jaz Brisack,2025-04-29 This book chronicles unionization efforts framing these events within the context of a contemporary nationwide labor movement Written by labor organizer Jaz Brisack the narrative explores the motivations behind organizing both in challenging and positive work environments It also provides insights into the process of workplace organizing including education navigating opposition and defining success **Library Hotline** ,1997

**Decisions and Orders of the National Labor Relations Board** United States. National Labor Relations Board,2008

*Strengths-Based Recruitment and Development* Sally Bibb,2016-05-03 Strengths Based Recruitment and Development explains how and why strengths based recruitment SBR is having a transformational impact on performance in top companies like Saga Gap Starbucks and SABMiller By shifting the focus from what people can do competency based recruitment to what they naturally enjoy doing or SBR these companies have reported results which include a 50% drop in staff turnover 20% increase in productivity and a 12% increase in customer satisfaction within a matter of months It is no wonder that organizations in many sectors are adopting this new and powerful approach to improve performance customer satisfaction and competitive edge Strengths Based Recruitment and Development includes case studies and interviews with executive board level leaders These provide rare insight into how they implemented strengths approaches in their organizations to improve the bottom line and performance The book shows how strengths based talent management goes beyond simply recruiting the right people to creating a strategy and culture that has a transformational effect on organisational culture and results Strengths Based Recruitment and Development will be the go to book on strengths based talent management for HR professionals and managers Online supporting resources include bonus frequently asked questions about strengths based talent management *Organizational Behavior* Afsaneh Nahavandi, Ali R. Malekzadeh,1999 The very word statistics can induce panic or cynicism and [The Purpose Path](#) Nicholas Pearce,2019-04-09 When you ve found your life s purpose work becomes meaningful to you If you want to discover and live your purpose read Nicholas Pearce s book Not only will it inspire you to become who you were born to be it also will show you how Ken Blanchard New York Times bestselling coauthor of The One Minute Manager How to build a meaningful career with a moral center and a purpose in the world Some of the world s most successful companies Google Disney Starbucks are not simply profit driven but purpose driven They identify the purpose behind why they do what they do and let their why drive what they do every day Nicholas Pearce argues that we all should do the same discover our why and commit to the journey of aligning our daily work with our life s work The Purpose Path is for people in any field who long to have more than just a job or a career but a true vocation that allows them to connect their soul with their role The Purpose Path is organized around five key questions What is success Who am I Why am I here Am I running the right race Am I running the race well Nicholas Pearce sits at the unconventional intersection of academia business and faith With examples and advice he shows how he and other people in a

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*World Regional Geography* Lydia Mihelic Pulsipher,Alex Pulsipher,Holly M. Hapke,2005-01-05 The scale of this book encompasses vast continents and global forces but often its descriptive focus on individual lives has the most impact Stories of people and families make the study of geography compelling Students begin to grasp the complex patterns at work in the world today as they see how people are

affected by and respond to economic social and political processes Through these stories of individual lives the authors hope to convey the impact of globalization a major theme of the text To highlight global to local and interregional connections the text includes a number of topics that have no borders the war on terrorism realignments in the global political order interregional trade the global economy popular culture the environment and the Internet Here again the focus on the individual person provides insight offering local perspectives on these global trends Preface

Raise Your Team's Employee Engagement Score Richard Finnegan,2017-10-17 An enthusiastic workforce translates into higher productivity and profitability with less turnover and absenteeism Fully committed workers will give their all every day and it s your job to make that happen Employee engagement matters in a company That is indisputable And love it or hate it still the best way to calculate just how engaged your company s employees are is the under utilized employee engagement survey But this shouldn t just be busy work nor should it be underestimated how important these scores are in predicting your company s success In Raise Your Team s Employee Engagement Score a practical researched based playbook that s applicable to any type of business with staff retention expert Richard Finnegan reveals and discusses in depth the keys to increasing employee engagement Building trust with your team Implementing stay interviews Developing an employee value proposition Hiring employees are self motivate Measuring progress and forecasting future engagement If you want to see real results in raising your employee engagement survey scores at no cost begin implementing the proven techniques in this book now

**Leaders Who Lead Successfully** Teruni Lamberg,2018-04-05 This book will help readers develop their leadership skills by drawing from a higher purpose to find passion to lead purposefully and creatively Team leaders will learn how to identify a problem from a 360 degree perspective to meet the needs of the customer and how to select a diverse team that can work synergistically together to innovate This process involves matching expertise to project and project to expertise Successful leaders acquire a combination of knowledge and experiences help them make better decisions Dr Lamberg also provides strategies for growing as a leader and for making decisions so that project goals and team members expertise align to create optimal conditions for thinking and productivity



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