

Augustus, 2023

Rick de Groot

Grace Rotterdam

Coolsingel 1A



Dear Sir/Madam,,

My Name is Rick de Groot and I'm writing to recommend Maxim Spijkers. Maxim worked with us at Grace Rotterdam as my Restaurant manager and reported to me in my position as General manager.

As an employee Maxim Spijkers was always very reliable. During his time in my team he managed to help employees, stay focused and tried to learn them as much new things as he could. He has been a tremendous good team player and is always eager to learn people new skills.

The most important role as a Restaurant manager is to be in control of the situation and Maxim Spijkers never failed to deliver. A good example of his skills was when we had an internet error and our whole system blocked. Maxim immediately took as much paper books and pens out as he could find and did a quick setup with the team to run the operation the oldschool way. Maxim stood up with all his expertise and showed the employees that even without Internet it is possible to run the operation. As long as you breathe in and out and smile to your guests. No panic at all but I could see him struggling with all the questions being fired. Not only as a Restaurant manager Maxim managed to share his experience. On Friday and Saturday night he's extraordinary good at making a party. I could still see him cheering up the public. Maxim never failed to what he was asked. Another great example is when I asked him about the schedule or administration of hours. Every Monday before I asked him everything was well on time and in place. His line of communication is super professional and the whole crew loved to work with him. Maxim really is good at adapting to a certain role. He knew all the employees by first and second name and even nationality. Respect is Maxim's biggest power. I've heard him speaking Spanish, Portuguese, Italian, and some Polish. In order to fit a role as Restaurant manager it is very important to put yourself not above others. I have seen Maxim inside the dishwasher area, helping inside the bar, and even plumbing toilets. Maxim has a great mind for new ideas and is always thinking of what is the best for the company. A good example is whenever he sends a Grace Journal in our groups chat. Incentives, birthdays, gossip and some theories about our beautiful Grace. The employees loved it and the revenue grew straight away.

Maxim Spijkers is a delight to work with and I wouldn't hesitate to hire him again.

Should you have further questions about him feel free to reach out to me at +31642731297