

How Celeste Group Streamlines Restaurant Openings with Paylocity

A Chicago hospitality leader streamlines multi-location workforce management with Paylocity's unified platform

The Challenge

Fragmented Systems Creating Operational Bottlenecks

The Celeste Group, a 300-employee Chicago hospitality company with six venues including a Michelin-starred restaurant, faced growing inefficiencies from disconnected HR and payroll systems.

Critical pain points:

- Celeste Group Directors and managers spent more time than necessary on administrative tasks
- Manual data exports from POS into payroll systems introduced occasional errors and long audit cycles
- Inconsistent onboarding experiences led to delays and manual cleanup
- Previous platforms lacked organizational hierarchy, limiting visibility into labor cost reporting

The Solution

Comprehensive Platform Implementation

The Celeste Group retooled its entire HR infrastructure from the ground up with help from the Paylocity implementation, service, and support teams. The Celeste team defined and architected its own cost centers, workflows, and org structure — while Paylocity's team provided clear guidance on how to configure the platform to match. Migrations were rolled out in phases to reduce disruption, and the team is preparing to integrate APIs to further streamline processes.





The Results

48-Hour Restaurant Launch

What used to take weeks was completed in just **48 hours** for the group's newest venue, Hiro — including the full onboarding of 50 employees, from offer letters to payroll readiness.

"We literally onboarded a full restaurant from scratch in 48 hours. What used to take us weeks now happened in two days. Our Director of Operations — who used to get a fever just thinking about onboarding — said this was the most seamless opening we've ever done."

Nader Hindo Co-founder, The Celeste Group

Operational Efficiency Gains

- Eliminated administrative overhead that previously strained store-level and ops teams
- Reduced training time through system standardization and consolidation
- Enabled accurate labor cost reporting for the first time
- Set the foundation for full integration of onboarding, scheduling, and payroll

Enhanced Employee Experience

- Self-service mobile onboarding completed from home, saving hours on day one
- One unified portal for paystubs, benefits, HR documents, and internal communication
- Standardized policy distribution and training across all locations

Client Impact

"Paylocity's AI Assistant is one of the best AI tools I have seen across all the software platforms we use. It helps our employees find answers quickly and really adds value to the platform in several different ways."

"Our leadership team used to juggle systems and spreadsheets. Now, with Paylocity's unified platform, they focus on what matters: running exceptional restaurants."

"Paylocity helped us implement a structure we designed — enabling seamless onboarding and clear labor visibility across venues. It's night and day from where we were."

