



A Bi-Weekly Letter For SONOCO Professionals Working in the Gulf

**May 14, 2020**

“A problem is a chance to do your best.”

*Dr. Martin Luther King, Jr.*

“The difference between stumbling blocks and stepping stones is how you use them.”

*Unknown*

“I ask not for a lighter burden, but for broader shoulders.”

*Jewish Proverb*

“Tough times never last, but tough people do.”

*Robert H. Schuller*

“A diamond is a lump of coal that did well under pressure.”

*Henry Kissinger*

## **Breakfast Meatloaf**



Is that even a thing? Yes.

Yes, it is. Your crew will love it because it is really good and something different. You'll love it because it's simple to make. Makes 30 slices.

2	lbs	ground beef
2	lbs	breakfast roll sausage
16	slices	bacon, diced
1	each	medium onion, chopped fine
4	each	eggs
1 ½	tsp	salt
2	tsp	black pepper

- Put everything in a bowl; knead together until it is very well blended, then press down into a half size insert pan sprayed with Prep.
- Bake at 350 about 45 minutes until done.
- Remove and let stand 30 minutes to cool.
- Remove from half pan and slice lengthwise in two.
- Slice each half into 15 portions.
- Lay the portions onto a half sheet pan and bake another 10 minutes until a bit browned.
- Remove and serve.
- Stand back and accept the compliments for your great work. Go make some more for another day.

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## On Leadership...

Whether you are running a large company or a small catering operation, there are some common leadership skills that can help us to manage our teams more effectively.

If you apply these principles consistently, you will see that you are more effective at leading people. The result? A happier crew and a happier you.

### 1. Understand the importance of Leadership (and it isn't the same as "Management")

A Leader has vision and makes sure that his team has a clear picture of that goal. They know where they are going and that they are going to go there together.

Your role as a Leader is to be a motivator, a positive influence and "cheerleader". You want to get people excited about your goals; make them THEIR goals.

### 2. Be A Clear Communicator

Good communication skills are a must. The most effective leaders are also great at getting their message across.

Don't just talk "at" your team. Talk to them. LOOK at and LISTEN to them. Are they getting it? Are they really getting the message? Can you see it in their faces? If not, is it what you're saying or how you're saying it?

Whether talking to a team or a single person, be clear and to the point. Be tactful and not harsh. People can't hear you if you are being hard or pointing the finger at them. They just shut down.

### 3. Set Clear Goals

Here's a goal: "Improve the customer experience by creating a paradigm shift through employing current benchmarks to empower our human capital and developing metrics to create a feedback loop to manage step change that will result".

**Say what?!** Yes, that is an actual goal found on the web. Compare to this:

Give our customers the best service with great hospitality, food, and cleanliness.

That's a clear, simple goal. Understandable, easy to break down into manageable pieces. Everyone can have a stake in it, and everyone knows what it means.

Good goals mean something to people. They can take ownership and have pride in achieving them. They participate because they're involved.

You don't just want to set lofty, long-term goals. Like, let's build a football team. Well sure, but there are lots of steps to getting there and that's what you have to do each day. All the parts that get you to that goal.

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Those are your daily, weekly, or periodic goals. Break them down into steps. That's the value of simple, clear goals: you can break them down and everyone can own a piece of them.

We recently took over several platforms that were in a terrible state. We knew that the end goal was a complete overhaul. But the goal each day was to do a few things that we could complete, and that we could make part of our normal operating routine.

Each day our team got together, discussed the most important priorities, and each volunteered to take on two jobs for that day. At the end of the first week we were amazed at what we accomplished. More importantly so were our customers.

So how do you get to the "overhaul" in that goal above? Ask your team. Talk to them. Ask some questions. Communicate, set goals, and then delegate.

#### **4. Delegate and Follow Up.**

A good leader also has to be aware of his or her skills and personality. "Be sure you have clear insight into your strengths, weaknesses and blind spots. Once you recognize these, you're better able to focus on what you

do best and see exactly where you may need some help," says former BDC President and CEO Jean-René Halde.

"You can't do it all yourself," says Halde. "The failure to delegate is probably one of the biggest challenges for many..."

Actually, it's one of the biggest challenges for those of us who supervise people. It's happened to each of us: we assign a task to someone who fails to do the job and we decide to just do it ourselves.

But the long-term result is that we're doomed to doing that job ourselves forever. Unless we delegate and follow up. Let's call it what it is...

**Training.** When you delegate, you're also developing employees, which helps you and your entire operation. It also helps that employee by creating skills he/she can use their entire career. Consider this true story:

Joe was the Steward on a large job and there was a linen room down the hall that had to be counted every week. He did it himself for nearly a year and it took 30 minutes. That's 20 hours of his time if you add it all up.

One day, he decided that Billy, the downstairs BR hand could handle it. Billy was a good hand. He had a good attitude and he would give his best effort.

The first week took about half an hour to show him how to do it. The next week Billy and he did it together and week three he just watched Billy and helped a bit.

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But on week four, Joe just stopped in, asked Billy how it was going and then spot checked his work. It took about five minutes.

And ever since, Billy has been doing a great job counting and Joe has been telling him so. That's really training in disguise. Now Billy can train someone when his time comes.

Training is one of the cornerstones of good leadership, and the sign of a good manager. Being able to transfer your skills to a junior employee is one of the most valuable assets you can possess. If you can do this successfully, your team will be a TEAM, and not just a group of people doing their own thing.

And that is leadership. That is what you see in the best-coached teams. If you think about it, there really isn't much difference between the best NFL team and the worst; the players are all talented. It usually comes down to the coach – the leadership.

## 5. Praise

If you worked really hard on something, or if you took the initiative to do something on your own, do you think you'd like to hear your supervisor say "thank you"? Probably so.

Always say thanks for a job well done. It isn't just common courtesy; it's a fact that a simple "thank you" encourages people to do a better job. Much more effective than dire threats or harsh warnings for a bad job, if you praise people for doing a good job, they usually will seek out other opportunities for more praise.

If you have a track record of doing this, then when you really need that extra effort, you can count on your team to deliver.

## 6. Respect is EARNED.

Respect is something you earn. It isn't given easily or freely by your team. You have to prove that you deserve it to receive it, and one of the most important things is to GIVE it.

Leadership isn't about being popular, or a buddy, or the coolest person on the team. It isn't about being the meanest or the biggest bully or the toughest.

It's more about being a coach; being the person who can see how to bring out the best in each on your team and help them to contribute to the best of their ability. You earn respect by being firm, fair, and friendly. And they'll follow your lead.



## Rosemary Chicken & "Fries"

- 8 each chicken thighs
- 2 lbs red potatoes
- 1/4 cup olive oil
- 1/4 cup veg oil
- 1 Tbsp rosemary
- 1 tsp oregano
- 1 1/2 tsp garlic, granulated
- 1 1/2 tsp salt
- 1 tsp black pepper

- Crush rosemary and soak in water about 15 minutes; remove and drain in a paper towel.
- Cut potatoes into wedges & put in a bowl with the chicken and toss in the oils.
- Add spices and toss well.
- Sheet out on a pan and bake at 375 F about an hour (baste chicken with juices during baking).
- Transfer to serving pan.

As an option, you can add mushrooms as well during baking (shown in photo).



## MEXICAN LASAGNA



A delicious alternative entrée for a Mexican theme meal, or just a nice item for any day, this is a flavorful take on lasagna.

Makes 1 half-size steam table pan (2" deep)

- 2 lbs ground beef
- 1 can (16 ounces) refried beans
- 1 pack taco seasoning
- 2 Tbsp Louisiana hot sauce
- 12 oz uncooked lasagna noodles
- 4 cups shredded Cheddar
- 2 cups mild salsa
- 2 cups water
- 2 cups sour cream
- 1/4 cup sliced ripe olives
- 3 each green onions, chopped
- 1 each medium tomato, chopped, optional

- Preheat oven to 350°.
- In a large skillet, cook beef over medium heat until no longer pink; drain.
- Stir in beans, chilies, taco seasoning and hot salsa.
- In a greased half insert pan, layer a third of the noodles and meat mixture. Sprinkle with 1 cup of cheese. Repeat layers twice.
- Combine mild salsa and water; pour over top.
- Cover and bake 1 hour or until heated through.
- Top with sour cream, olives, onions, tomatoes if desired and remaining cheese.
- Let stand 10-15 minutes before cutting.

Provided by Terrebonne General Medical Center, Houma LA

# YOUR RISK FOR COVID-19



If you believe you have come into contact with someone in the community who has been diagnosed with COVID-19 (coronavirus) here is how you can determine your risk for contracting the virus.

<b>NO RISK</b>	BRIEFLY WALKING BY A PERSON WHO TESTED POSITIVE FOR COVID-19 AND WAS NOT EXPERIENCING SYMPTOMS.
<b>LOW RISK</b>	BEING IN THE SAME ROOM AS A PERSON WHO TESTED POSITIVE FOR COVID-19, HAD SYMPTOMS AND YOU WERE WITHIN SIX FEET.
<b>MEDIUM RISK</b>	SUSTAINED CLOSE CONTACT (10 MINUTES OR LONGER) WITHIN SIX FEET OF A PERSON WITH COVID-19 WHILE THEY HAD SYMPTOMS.
<b>HIGH RISK</b>	CLOSE HOUSEHOLD CONTACT WITH A PERSON WHO TESTED POSITIVE FOR COVID-19.

According to the CDC, individuals that are at high-risk of becoming ill from COVID-19 include older adults and individuals with serious chronic or long-term medical conditions.

If you are experiencing symptoms, contact your healthcare provider.

Learn more about how to assess your risk from the CDC. Information about COVID-19 is available at [www.cdc.gov](http://www.cdc.gov)

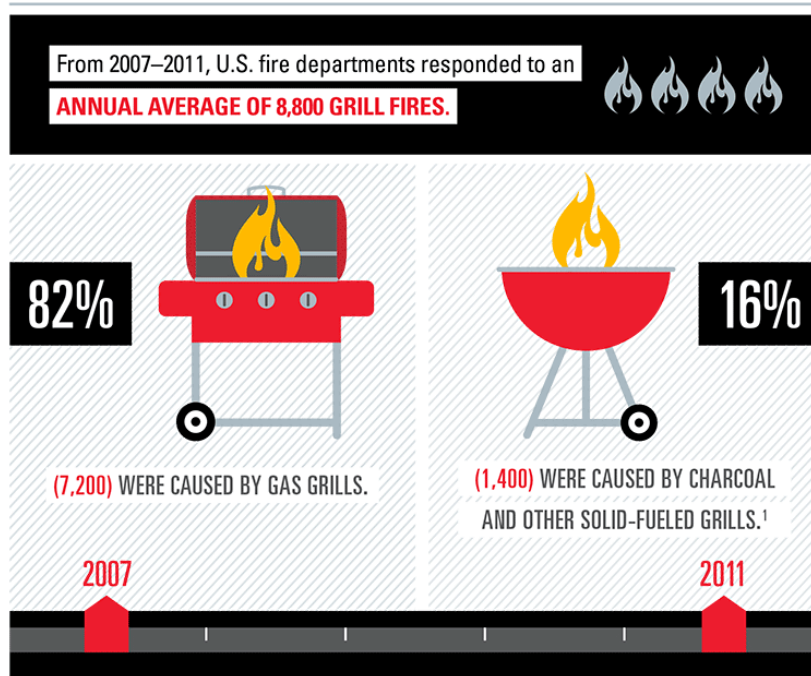
# Grill Safety

There's nothing quite like the flavor of grilled food. But grilling is an inherently dangerous practice we tend to take for granted, so let's take a moment to review some safe practices:

- ✓ When using charcoal, or wood chunks, form a pyramid and douse with lighter fluid. Let fluid soak in before lighting.
- ✓ Cap lighter fluid immediately and place a safe distance from grill.
- ✓ Never add lighter fluid to hot or warm coals.
- ✓ Never use gasoline, kerosene, or other highly volatile fluids as a starter. They can explode.
- ✓ As an alternative to lighter fluid, use a metal chimney or other starter made for lighting charcoal or wood.
- ✓ When using instant light briquettes, do not use lighter fluid, electric, solid, or metal chimney-style starters. Do not add more instant light briquettes once the fire has been lit. Add only regular charcoal briquettes.
- ✓ Once the grill is lit, do not touch briquettes or wood chunks to see if they are hot. Keep grill uncovered until ready to cook.
- ✓ **NEVER LEAVE A GRILL UNATTENDED.**
- ✓ Allow coals to burn out completely and let ashes cool

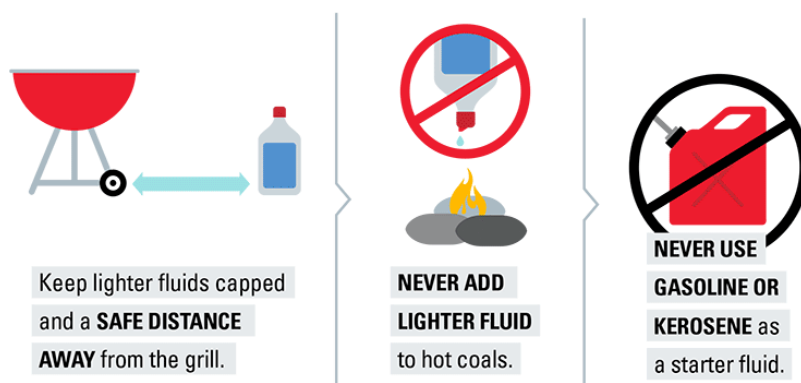
at least 48 hours before disposing.

- ✓ Dispose of cold ashes by wrapping in aluminum foil and placing in non-combustible container. Be sure no other combustible materials are nearby.
- ✓ If you must dispose of ashes before completely cooled, place them in heavy duty foil and soak with water completely before disposing.



## 3 USE COMBUSTIBLES CAUTIOUSLY.

**18%** of grill fires result from a grill being **TOO CLOSE TO COMBUSTIBLES.<sup>3</sup>**



# Easy Beef Wellington

This is a ground beef version of the classic, and so you can serve it any day of the week as a “fancy” entrée or consider it as an alternative on steak day. It is simply a seasoned beef patty, smothered with sautéed onions and mushrooms and wrapped in puff pastry, then baked.

For 12 servings:

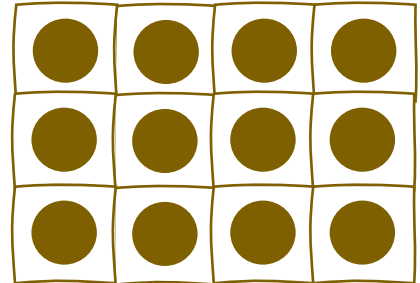
- 4 each eggs, beaten
- 3 lbs ground beef
- ½ cup bread crumbs
- ¼ cup dried parsley
- 1 Tbsp salt
- 2 tsp black pepper
- 1 Tbsp granulated garlic
  
- ½ cup oleo
- 1 each large onion, minced
- 1/4 cup minced garlic
- 1 lb minced mushrooms
- 1 cup grape juice (really)
- 2 Tbsp white vinegar
- 1 tsp dried basil
- 1 tsp salt
- 2 each puff pastry sheets

Preheat oven to 400 F

- Mix first group of ingredients together well.

- Form into 4-ounce patties and set aside.
- In a saucepan, sauté onions and mushrooms in oleo until the onions are well wilted.
- Add garlic, basil, juice, salt, and vinegar; cook on high heat until reduced; remove and cool.
- Roll out puff pastry sheet to about the size of a sheet pan and relax so it does not pull back.
- Portion onion mixture onto dough in 12 portions, then lay the patties on top as shown here:

- Roll out the second sheet of pastry then lay it on top of the first, covering the patties.



- Press down firmly on dough between the patties to seal well, then cut between each into a square.

- Pan out onto sheet pans and score each with slits as shown:



- Bake until done, about 30 – 40 minutes (pastry will be golden brown).
- Remove and serve with brown gravy on side.

