



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

**June 14, 2020**

“Nothing can dim the light that shines from within.”

*Maya Angelou*

“Instead of worrying about what you cannot control, shift your energy to what you can create.”

*Roy T. Bennett*

“Put your heart, mind, and soul into even your smallest acts. This is the secret of success.”

*Swami Sivananda*

“An optimist understands that life can be a bumpy road, but at least it is leading somewhere.”

*Harvey Mackay*

“Difficult roads often lead to beautiful destinations.”

*Unknown*

**There’s Your Sign...**

No joke here though. It’s an important thing to remember. Whenever you begin to put water on a floor, the first thing you should do is put out a wet floor sign.

It will help to prevent a slip or fall that could be a life-changing event for one of your co-workers.

Imagine slipping on a floor and banging your head on a hard surface! Or even if you catch yourself but twist your back as you do; there are just so many bad outcomes from walking on a wet floor.

Plan your work:

- Try to sweep and mop during slow periods
- Give a heads up to those affected (even an announcement if possible)
- Put out those wet floor signs
- Pick them up when the floor is dry

And, if you don’t have enough signs, please, please let us know and we’ll get you all you need. :-)



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## Five Steps to Conflict Resolution

The definition of conflict resolution is to resolve an issue or problem between two or more people, but is there a correct way to handle conflict? What are the effects of poor conflict management? Disagreements in the workplace are inevitable, as employees have different personalities, goals, and opinions. Conflict management is one of the core training courses we offer for managers and supervisors. Learning how to handle disputes efficiently is a necessary skill for anyone in management and the key to preventing it from hindering employees' professional growth. Here is the conflict resolution process in five steps

### Step 1: Define the source of the conflict.

The more information you have about the cause of the problem, the more easily you can help to resolve it. To get the information you need, use a series of questions to identify the cause, like, "When did you feel upset?" "Do you see a relationship between that and this incident?" "How did this incident begin?"

As a manager or supervisor, you need to give both parties the chance to share their side of the story. It will give you a better understanding of the situation, as well as demonstrate your impartiality. As you listen to each disputant, say, "I see" or "uh huh" to acknowledge the information and encourage them to continue to open up to you.

### Step 2: Look beyond the incident.

Often, it is not the situation but the point of view of the situation that causes anger to fester and ultimately leads to a shouting match or other visible and disruptive result.

The source of the conflict might be a minor issue that occurred months before, but the level of stress has grown to the point where the two parties have begun attacking each other personally instead of addressing the real problem. In the calm of your office, you can get them to look beyond the triggering incident to see the real cause. Once again, probing questions will help, like, "What do you think happened here?" or "When do you think the problem between you first arose?"

### Step 3: Request solutions.

After getting each party's viewpoint, the next step is to get them to identify how the situation could be changed. Again, question the parties to solicit their ideas: "How can you make things better between you?" "As mediator, you have to be an active listener, aware of every verbal nuance, as well as a good reader of body language.

You want to get the disputants to stop fighting and start cooperating, and that means steering the discussion away from finger pointing and toward ways of resolving the conflict.

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#### Step 4: Identify solutions both disputants can support.

You are listening for the most acceptable course of action. Point out the merits of various ideas, not only from each other's perspective, but in terms of the benefits to the organization. For instance, you might suggest the need for greater cooperation and collaboration to effectively address team issues and departmental problems.

#### Step 5: Agreement.

The mediator needs to get the two parties to shake hands and accept one of the alternatives identified in Step 4. The goal is to reach a negotiated agreement. Some mediators go as far as to write up a contract in which actions and time frames are specified. However, it might be sufficient to meet with the individuals and have them answer these questions: "What action plans will you both put in place to prevent conflicts from arising in the future?" and "What will you do if problems arise in the future?"

This mediation process works between groups as well as individuals.



## Prevent Trip Hazards

Keeping your workspace organized is key to preventing trips and falls. Here are a few helpful tips:

- Keep walkways and hallways free of debris, clutter, and obstacles, including laundry bags.
- Keep filing cabinets and desk drawers shut when not in use.
- Cover cables or cords in walkways.
- Replace burnt-out light bulbs promptly.
- Report worn flooring or abrasive strips.
- Wear comfortable, properly fitted shoes.
- Ensure that rugs or mats are properly positioned and that no corners are curled under (this could create a trip hazard).
- Watch where you are walking, and be aware of uneven surfaces such as marine hatches, door thresholds and similar obstacles.

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## Onion Braised Beef Brisket

Brisket is more versatile than you might think. This recipe shows its depth of flavor when paired with tomato, onions and carrots.

- 1 15 lb fresh brisket
- 3 Tbsp salt
- 1 Tbsp pepper
- 1/2 cup flour
- 1/4 cup veg oil
- 8 each large onions
- 6 oz tomato paste
- 1/4 cup garlic, minced
- 12 each carrots, peeled

- Preheat your grill or a large braising pan to about 350 F.
- Have a roasting pan ready; it should be large enough to hold both briskets, or have two pans (one for each).
- Split the brisket into the point and the flat so you have two nice flat pieces.
- Dust each piece with the salt and pepper, then coat with flour.
- Peel the onions and slice like you would for onion rings; thick slices
- Sauté onions on the grill with the veg oil until they just begin to brown; remove and put in the bottom of roasting pan (or pans). Add the garlic.

- Brown the briskets on the grill on each side until they form a seared crust, then remove and place on top of the onions.
- Rub the tomato paste on top of the brisket pieces and lay carrots around the edges of the pan(s).
- Cover and roast at 350 for about 2 hours.
- Remove from the oven and allow to stand for about 15 minutes.
- Slice the briskets in 1/8" slices and place in serving pans. Arrange the carrots around the briskets, pour in the onions and juices and return to the oven.
- Let the brisket cook until it is tender; the time will vary but it will usually be a couple of hours.
- When the brisket is ready, remove and place on serving line.
- You can remove some liquid, thicken with a roux or cornstarch, and make a gravy on the side.
- Serve with roasted potatoes on the side, or some creamy mashed potatoes.



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## **Fishin' wit Boudreaux**

Boudreaux and Thibodeaux decided to go fishing one morning at the pond in back of Boudreaux's house. It was dark and when they reached the pond they realized they wanted to cross to the other side. But they couldn't walk around and had no boat or pirogue to cross in.

Thibodeaux turned to Boudreaux and said, "Mais Boudreaux, how in the heck we gonna get across."

Boudreaux said, "No problem, I'm gonna shine this here flashlight across the water and you gonna walk on the beam of light all the way across."

Thibodeaux then says, "Mais, Boudreaux, you must think I'm stupid or something, cause just when I get halfway across you gonna turn off the light."

## **Marie Paints the Kitchen**

It was a typical South Louisiana July afternoon. A hundred degrees, and a hundred percent humidity. Hot and wet. Boudreaux comes home from working at the crawfish farm to find Marie wearing not some old

comfortable clothes, but two heavy jackets. (In July, yet) Boudreaux asks Marie why she was dressed that way on what surely had to be one of the hottest days of the year.

Marie tells him, "Mais Boudreaux, look on de can of paint. It say, 'For best results, put on two coats.' So dat's what I did'!"

## **Boudreaux Cookin' Dat Venison**

Boudreaux was born and raised a Baptist, living in South Louisiana. Each Friday after work, he would fire up his outdoor grill and cook a venison steak.

Now, all of Boudreaux's neighbors were Catholic... And since it was Lent, they were forbidden from eating meat on Fridays. The delicious aroma from the grilled venison was causing such a problem for the Catholic faithful that they finally talked to their priest. The priest came to visit Boudreaux, and suggested that Boudreaux convert to Catholicism. After several classes and study, Boudreaux attended Mass and as the priest sprinkled holy water over him, he said, "You were born a Baptist and raised a Baptist, but now you are Catholic."

Boudreaux's neighbors were greatly relieved, until Friday night arrived, and the wonderful aroma of grilled venison filled the neighborhood. The priest was called immediately by the neighbors and, as he rushed into Boudreaux's yard, clutching a rosary, and prepared to scold him, he stopped in amazement and watched.

There stood Boudreaux, clutching a small bottle of water which he carefully sprinkled over the grilling meat, and chanted: "You wuz born a deer, and you wuz raised a deer, but now you a catfish."

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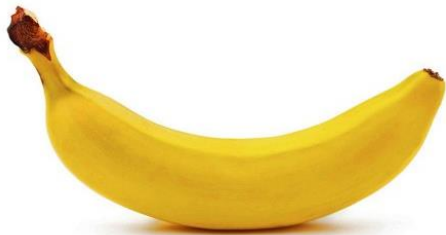
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## Peanut Butter Banana Bread

Elvis would have loved this bread. Makes 2 loaves.

- 1 1/2 cup brown sugar
- 2 cup peanut butter
- 1/2 tsp salt
- 5 each eggs
- 5 cups bananas, over ripe
- 2 tsp baking soda
- 1 tsp baking powder
- 4 cups flour
- 12 oz peanut butter chips

- Cream the sugar, peanut butter and salt
- Add the bananas and eggs and blend smooth
- Add the oil and blend in
- Add the flour, soda and baking powder and blend. Halfway during mixing, stop the mixer and scrape down with a spatula.
- Fold in the chips
- Put into a loaf pan. It's a thick, stiff batter to work.
- Bake at 350F for an hour
- Turn out and let rest 15 minutes before slicing into pieces about 3/4 inch thick.



### HAND SAFETY STARTS WITH CLEAN HANDS

We've said it before, and we'll say it again: there is no substitute for proper hand washing, and in the current environment, you should be washing more often than ever before. Here's a refresher on how:

- ✓ Wet your hands up to the elbow in the hottest water you can comfortably tolerate; don't burn yourself.
  - ✓ Lather up with lots of soap and work into your nails and between your fingers.
  - ✓ Do this for as long as it takes to sing the LSU Fighting Tigers Anthem (or the ABC song for 'Bama fans 😊). That's about 20 seconds.
  - ✓ Rinse in hot water.
  - ✓ Dry with a paper towel (and use that to turn off the faucet and open the bathroom door).
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# Share facts about COVID-19

Know the facts about coronavirus (COVID-19) and help stop the spread of rumors.

FACT  
**1**

Diseases can make anyone sick regardless of their race or ethnicity.

Fear and anxiety about COVID-19 can cause people to avoid or reject others even though they are not at risk for spreading the virus.

FACT  
**2**

For most people, the immediate risk of becoming seriously ill from the virus that causes COVID-19 is thought to be low.

Older adults and people of any age who have serious underlying medical conditions may be at higher risk for more serious complications from COVID-19.

FACT  
**3**

Someone who has completed quarantine or has been released from isolation does not pose a risk of infection to other people.

For up-to-date information, visit CDC's coronavirus disease 2019 web page.

FACT  
**4**

There are simple things you can do to help keep yourself and others healthy.

- Wash your hands often with soap and water for at least 20 seconds, especially after blowing your nose, coughing, or sneezing; going to the bathroom; and before eating or preparing food.
- When in public, wear a cloth face covering that covers your mouth and nose.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.

FACT  
**5**

You can help stop COVID-19 by knowing the signs and symptoms, which can include:

- Fever
- Cough
- Shortness of breath

Seek medical attention immediately if you or someone you love has emergency warning signs, including:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion or not able to be woken
- Bluish lips or face

This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning.



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[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

# WHAT IS... SOCIAL DISTANCING?



## AVOID:

Social gatherings of 10 or more, sleepovers, crowded retail stores, malls, workouts at gyms, mass transit, visitors to your house, travel by cruise, being within 6 feet of others



## USE CAUTION:

Getting takeout, grocery shopping, picking up medication, traveling, interacting with people 6+ feet away from you, using drive-thrus



## SAFE TO DO:

Take a walk, yard work, clean your home, read a book, listen to music, family game night, go for a drive, group video chats, watching TV or a movie, take an online course

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