


SHOP TALK

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

February 22, 2021

True Leaders don't create followers; they create more leaders

Tom Peters

A good leader inspires people to have confidence in the leader, a great leader inspires people to have confidence in themselves.

Eleanor Roosevelt

The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.

Jim Rohn

Leaders think and talk about the solutions. Followers think and talk about the problems.

Brian Tracy



Servant leadership is a philosophy and set of practices that enriches the lives of individuals, builds better organizations, and creates a more just and caring world.

Wouldn't it be great to work for someone who really cared about you and your success? Someone you knew had your back and that you could count on when you needed help?

And... wouldn't it be great to be that kind of leader; to know that you had the trust of your team? To be able to look at yourself in the mirror every day and know that you did all that you could for your team? And knew that they felt the same way?

Welcome to Servant Leadership. While servant leadership is a timeless concept, the phrase "servant leadership" was coined by Robert K. Greenleaf in "***The Servant as Leader***", an essay that he first published in 1970. In that essay, Greenleaf said:

“The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead...The leader-first and the servant-first are two extreme types. Between them there are shadings and blends that are part of the infinite variety of human nature.

“The difference manifests itself in the care taken by the servant-first to make sure that other people’s highest priority needs are being served. The best test, and difficult to administer, is: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?

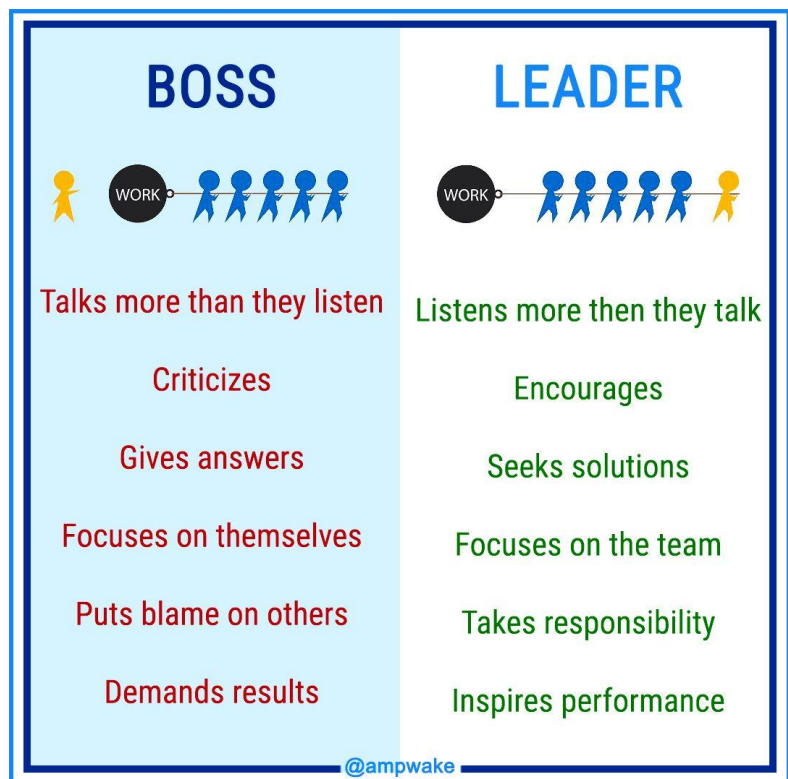
And, what is the effect on the least privileged in society? Will they benefit or at least not be further deprived? “

A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid,” servant leadership is different.

The servant-leader shares power, puts the needs of others first, and helps people develop and perform as highly as possible.

Why servant leadership is important in the workplace

Servant leadership is important in business because it creates a work environment in which employees at all levels of your organization feel respected, appreciated, and valued. Businesses who follow a servant leadership philosophy tend to have stronger work cultures with high employee morale and engagement.



Great servant leaders display a variety of traits including:

Motivates their team: Creating a work environment where employees feel empowered to contribute and are motivated to engage is critical to being an effective servant leader.

Has excellent communication skills: Transparency, active listening, and empathy are all important to servant leaders. These traits help you understand the views and opinions of your team and to lead them in a way that shows their opinions are important. Providing your team members with the same information you have also shows them you trust and respect them.

Cares about their team on a personal level: Servant leaders can see their team members as more than employees and understand that when their team feels happy and fulfilled in their personal lives that it contributes to their success in their work life. Servant leaders make it a priority to show team members they care about them personally and try to help them with personal issues if they can.

Committed to helping their team develop professionally. Servant leaders are great at helping their team members also become leaders. They do this through leading by example and providing their team with opportunities to grow and develop.

Encourages collaboration and engagement. Servant leaders value the opinions of everyone on their team and encourage them to share those opinions and to actively contribute to the team regularly.

9 BEHAVIOURS of a servant leader

1. Serve first
2. Build trust
3. Live your values
4. Listen to understand
5. Think about your thinking
6. Add value to others
7. Demonstrate courage
8. Increase your influence
9. Live your transformation

Servant Leadership Institute



How to become a servant leader:

Lead by example.

A servant leader leads their team by example. As a servant leader, you should be willing to do anything you ask your team to do. When your team members see you are willing to put in the same amount of work and effort they do, it helps motivate them to engage in their work and the organization.

Show people why their job is important.

When employees feel that what they do is important, they usually feel more empowered and are willing to work harder to help the company succeed. Servant leaders make sure their team members know why their work is important and how their work directly affects the overall success of their team and the company.

Encourage collaboration and employee engagement.

Servant leaders are also great at making their teams feel their voices and opinions matter. When you encourage your team to work together and suggest new ideas to help improve the organization, it shows them you care about what they have to say and appreciate their contributions. This can motivate your team to put forth their best effort.

Help your team grow and develop.

Servant leaders don't only focus on being great leaders themselves, they are also interested in helping their team members become great leaders. Encourage your team members to participate in skills education development programs to help them grow. You can also encourage the team to take an active leadership role during group projects. Team members who know you are committed to their professional growth are more likely to listen to suggestions you make to help improve their work.

Show your care for team members

Servant leaders show their team members that they care about them on a personal level. Being empathetic and trying to offer advice when you can, may help create a more positive work-life balance for your team mates. When they feel that they matter as an individual, they are more likely to be happy at work and to do better quality work.

Ask for feedback.

Finally, servant leaders always look for how they can improve their own leadership and contribute to the team. You can do this by encouraging your team to provide feedback when they have an idea on how you can improve your work – or how the company can improve overall. Make your team members feel empowered to come to you with suggestions any time and ask for feedback.



Props for the Grilled Cheese

We think the humble grilled cheese deserves its own edition so here are some great ones, in no particular order.

Polynesian Grilled Cheese

For each sandwich:

- 2 slices bread
- 2 or 3 slices sandwich ham
- 1 slice canned pineapple, drained well
- 2 slices Swiss cheese
- butter or margarine as needed

- Lay out the bread, butter, then put on the cheese. Set the sandwiches aside for now.
 - Grill the pineapple; place on top of the cheese.
 - Grill ham; lay on cheese and pineapple.
 - Close up sandwich, place on the grill and cook until cheese is melted, and bread is toasted.
 - Slice diagonally and place in serving pan.
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Tomato Bacon Grilled Cheese

For each sandwich:

- 2 slices bread (white or wheat)
- 3 slices bacon, cooked and broken in half
- 2 slices American cheese
- 2 slices tomato
- butter or margarine

- Butter bread and place on grill; put cheese on each slice.
- Lay tomato on one side of sandwich; bacon on the other.
- When bread is golden brown and cheese melted, put the sandwiches together.
- Slice in half diagonally. Serve.

Caprese Grilled Cheese with Bacon

- 2 slices bread
- ½ cup shredded mozzarella
- 2 slices tomato
- 2 slices bacon, crisp, halved
- 2 tsp grated parmesan
- ¼ tsp dried basil

- Butter bread, place on grill.
- Top bread with both cheeses.
- Add bacon, tomato, and basil.
- Grill until cheese melts and bread is golden brown; remove.
- Slice diagonally. Serve



Patty Melt

This grilled cheese with a burger inside is usually made with rye, but it's good with any bread. Do a batch of grilled onions and have them handy. For each sandwich you will need:

- 2 slices bread
- 2 slices American or Swiss cheese
- 1 each hamburger patty (a thin patty with large diameter is better)
- ¼ cup grilled onions (diced or sliced)

- Cook the burger patties just ahead of time. Not too early because you don't want them dry. Set aside.
- Butter the bread and put on grill. Lay cheese slices on the bread. In other words, make a grilled cheese.
- Put a cooked burger patty on one side of sandwich and onions on top.
- When the bread is golden brown and the cheese is melted, remove from the grill. Slice diagonally and put in a serving pan.



Brisket Grilled Cheese

Think Patty Melt, then think, what could be better? Easier? Tastier? This is. For each sandwich:

2 slices bread
½ cup brisket, chopped
½ cup shredded cheddar
butter as needed

- Butter bread and put on grill.
- Place cheese slices on bread, then brisket on each slice of bread.
- When cheese is melted and bread golden brown, close sandwich.
- Remove and cut diagonally.
- Put in serving pan.

You can serve the Brisket Grilled Cheese with sauce on the side, but don't put it in the sandwich; it will be soggy and unpleasant.



Grilled Swiss & Mushroom

2 slices bread
½ cup mushrooms, sliced and sautéed
½ cup shredded cheddar cheese
butter as needed
salt and pepper to taste

- Butter the bread and put on grill.
- Place cheese slices on bread, then mushrooms on each slice of bread.
- When cheese is melted and bread golden brown, remove, close and cut diagonally. Serve

Pepperoni Grilled Cheese

2 slices bread
16 pieces pepperoni
2 slices tomato
½ cup shredded mozzarella cheese

- Butter the bread and put on grill.
- Place cheese on bread, then pepperoni and tomato on each slice of bread.
- When cheese is melted and bread golden brown, close sandwich.
- Remove and cut diagonally.

Fried Chicken Grilled Cheese

2 slices bread
1 each chicken patty breast, fried, drained
2 slices bacon, cooked and crumbled
2 slices American cheese

- Butter the bread and put on grill.
 - Place cheese on bread, then bacon on the cheese.
 - Place chicken breast patty on the bacon.
 - Grill until cheese melts and bread is golden brown.
 - Remove and cut diagonally.
 - Put in serving pan.
 - Really good with some buffalo sauce
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Job Safety Analysis:

A How-To Guide

1. The Whole Team Gets Involved

Discuss what you are going to do and why. Emphasize that this is to evaluate job risks and not about employee performance.

2. Review the Job

Discuss with your team the hazards they face in the job task and work environment. Brainstorm ideas to eliminate or control those hazards.

Also, identify customer, company, or OSHA standards that apply to that task; be sure to incorporate them into the job safety analysis.

3. Set Priorities

List, rank, and set priorities for hazardous jobs. In our industry, there are many hazards. Take time to identify them BEFORE doing the work to help ensure the safety of everyone involved.

4. Outline the Steps or Tasks

Every job can be broken down into steps. With the team, review each step to see exactly what is involved to make sure nothing was missed or omitted.

The Job Safety Analysis Process

1. Identify the Hazards in Each Step of the Job: Consider the following:

- What could go wrong?

- How could it happen?
- What are other contributing factors?
- What are the consequences?
- How likely is it that the hazard will occur?

2. Review Identified Hazards. Discuss what can be done to eliminate or reduce these hazards.

3. Correct Unsafe Conditions and Processes. The control measures you use can include:

- Changes to equipment used to perform the task.
- Improvement to the work environment, such as better lighting and ventilation.
- Changes to the work process; how the task is done
- Introducing new PPE or changing the type of PPE currently being used
- Provide refresher training and ongoing training.

4. Review the JSA. Once you've done a JSA, review it:

- Periodically, as you may discover hazards that you may have previously missed
- When the job task or process has changed
- After injuries or near misses

5. Use the Information. Your JSA not only improves safety, but it can provide valuable data. Use that data to improve the way you train team members.

In Summary

Once you've completed your Job Safety Analysis, you must act on the information you gained from it. It can't simply be done to check off boxes – teams that don't commit to health and safety by controlling hazards will have gone through all the trouble of conducting a JSA without getting any of the benefits.

So, remember, **what makes a Job Safety Analysis effective isn't just what you do during it; it's also the actions you take after it's done.**

Boudreaux was walking down the wharf and he met up with Thibodaux. He say to Thibodaux, "Hey podna, how ya'll are?"

Thibodaux says, "Mais, ok."

Boudreaux says, "And how's dat wife you got dere?"

Thibodaux says, "May my wife's an angel."

Boudreaux says "You lucky, my wife's still living!"



Chicken Enchilada Soup

Maybe it's a stew, or a chili or a soup. Doesn't matter if it's good. Serve with shredded cheddar and sour cream available. Makes about 2 gallons

- 2 each large onion, diced
- 3 cans black beans
- 3 cans navy beans and jalapenos (or 1 lb cooked)
- 3 cans whole kernel corn, drained
- 3 cups tomato sauce
- 5 cups chicken stock
- 3 cans Ro-tel
- 1 28 oz can whole tomatoes, crushed, with liquid
- 3 packs taco seasoning mix (or ½ cup measured)
- 1 Tbsp ground cumin
- 3 lbs boneless chicken thighs or breasts

- Put all ingredients in a stockpot, bring to a boil and then reduce to a simmer. Cook until chicken is done enough to shred. Remove chicken to cool, then shred into large pieces.
- Return chicken meat to the soup; cook another 30 to 60 minutes at a simmer. Put on serving line.



Baked Tilapia

The Italian breadcrumbs provide a delicious flavor and texture to the tilapia, and pair perfectly with the lemon juice. This recipe takes less than an hour to make. Enjoy with rice and the fresh vegetable of your choice!

Ingredients

- Each Tilapia fillets
- ½ cup butter, melted
- 1/2 cup Italian bread crumbs
- 1/4 cup parmesan cheese
- 2 each lemons, juiced
- Salt and pepper, to taste
- Tony creole seasoning, to taste

Directions

- Preheat the oven to 350 F
- Mix all the dry ingredients on a plate or sheet pan.
- Dip filets in melted butter, then dredge in bread crumb mixture.
- Place on sheet pan with food spray without overlapping.
- Pour leftover melted butter over fish and sprinkle juice over this.
- Cover with foil and bake for about 20 minutes (check to see if fish is starting to flake easily, if not bake a little longer).
- Remove foil and bake for 10 minutes more, or until the crust turns a light golden brown color.
- Serve with pan juices spooned over the fish.

Grilled Pineapple Salsa

This is delicious on fish, chicken, or even roast pork. Grilling the pineapple and pepper gives this salsa a more robust flavor. Add tomatoes if you like.

Makes about 4 cups

- | | | |
|---|------|----------------------------------|
| 1 | each | fresh pineapple, diced |
| 1 | each | red bell pepper, seeded, diced |
| 1 | each | green bell pepper, seeded, diced |
| 2 | each | jalapeno pepper, seeded, diced |
| 1 | each | Onion, diced |
| 6 | Tbsp | cilantro, chopped |
| 1 | tsp | ground ginger |
| 1 | tsp | ground cumin |
| 2 | Tbsp | lemon or lime juice |
| | | salt and pepper, to taste |

- Oil the grill or a large skillet; on high heat, grill peppers; remove and transfer to a mixing bowl.
- Grill pineapple until it starts to char a bit; add to mixing bowl.
- Add remaining ingredients to mixing bowl
- Mix the ingredients, adjust salt and pepper. Chill and serve.



Thoughts from Rodney:

(Jokes from the legendary
Rodney Dangerfield)

As a kid, I got no respect. The time I was kidnapped, and the kidnappers sent my parents a note they said, "We want five thousand dollars, or you'll see your kid again."

What a childhood I had, why, when I took my first step, my old man tripped me!

My uncle's dying wish was to have me sitting on his lap. He was in the electric chair.

Last week I told my shrink, "I keep thinking about suicide." He told me from now on I have to pay in advance.

One time I was so depressed I was going to jump out a window on the tenth floor. They sent a priest up to talk to me. He said, "On your mark..."



Corn and Black Bean Salsa

Serve on a southwest chicken breast, Cumin Dusted Grilled Fish, top tacos. Yield: about 4 cups

1	can	kernel corn, drained well
1	can	black beans, rinsed and drained
2	each	large tomato, seeded, diced
1/2	each	medium red or yellow onion, diced
2	each	jalapeno, seeded and minced
2	Tbsp	lemon juice
¼	cup	cilantro, roughly chopped
		Salt as needed (about ¼ to ½ tsp)

- Mix; serve. Keeps up to 5 days under refrigeration.

Sriracha Mayonnaise

This is a complex and difficult process, making Sriracha mayo, but give it a try. 😊

1	cup	mayonnaise
1/4	cup	Sriracha
1	tsp	lemon juice

- Mix it and serve.
- Keeps up to 3 days in the cooler.



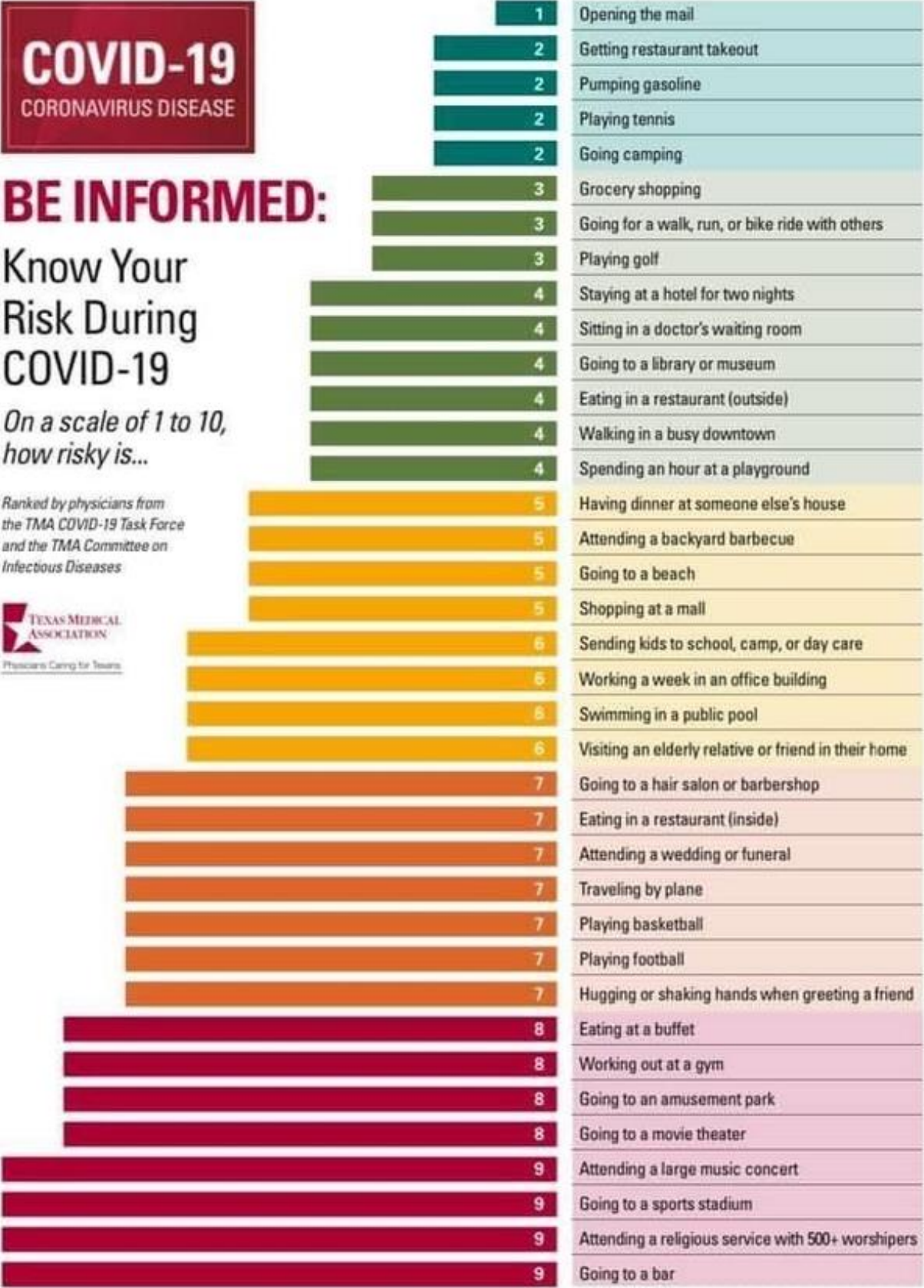


BE INFORMED:

Know Your Risk During COVID-19

On a scale of 1 to 10, how risky is...

Ranked by physicians from the TMA COVID-19 Task Force and the TMA Committee on Infectious Diseases



SAFETY ALERT

WHAT HAPPENED:

- This past month, one of our team was cleaning the flat grill in a galley. The rinse water along with the grease from earlier in the day filled the trap.
- The night crew came on duty and agreed to empty the grease trap when the meal was over.
- At about 7:30, they pulled out the grease tray out to empty it. It overflowed; water and grease spilled into the grill wiring.
- This caused a short in the unit, as well as smoldering from the grease. Fortunately, the circuit breaker tripped, and no one was injured or electrocuted.
- BSEE was informed by the platform personnel and we did an investigation along with our customer.

KEY LESSONS:

- During our investigation, we learned the grease trap would not come out completely **because it was blocked by a prep table.**
- Instead of reporting the problem, the crew would use a cup to scoop out the grease. They also didn't clean the trap every day – a normal practice.
- We also learned that they did not report this equipment problem to anyone on the platform. This means that our customer was not aware of the problem and didn't have the chance to correct it.

CORRECTIVE ACTION:

- The prep tables were moved a little bit so the grease trap could be fully removed.
- The team will be preparing a guided JSA together with our Safety Department.
- We are adding this topic to our ongoing Safety Meeting Topics.

KEY POINT OF EMPHASIS:

- We ask all our team to please report any equipment issues that exist on your location.
- Remember that you are not helping anyone when you keep quiet about a problem. In fact, silence may lead to a more serious accident. This one could have become a fire.
- When you step up and report a problem, you are part of the solution.



Notice that this grease trap is very dirty, and it has not been cleaned regularly. This will become a fire hazard due to the accumulation of grease and oil.

