



A Twice-Monthly Newsletter for our Team. August 15, 2023

Hard work beats talent when talent doesn't work hard.
Tim Notke

Enjoy your sweat because hard work doesn't guarantee success, but without it you don't have a chance.
Alex "A-Rod" Rodriguez

Happiness is not something ready made. It comes from your own actions.
Dalai Lama

Success isn't always about greatness. It's about consistency. Consistent hard work leads to success. Greatness will come.
Dwayne "the Rock" Johnson

It's hard to beat a person who doesn't give up.
Babe Ruth

What Is Servant Leadership and Why Does It Matter?

What is the purpose of a leader? Should a leader set direction, decide strategy, and tell others what to do, or should a leader be a facilitator, helping the group to achieve shared goals?

Most of us think of a leader as the person in charge – the decision maker, the authority. Yet, another approach is to view the leader as performing a service for the group or team – a servant leader.

Servant leadership is actually a very old concept, with historical roots in Confucian philosophy. The modern version of servant leadership was conceptualized by Robert Greenleaf, who argues that a leader is obliged to make followers' welfare and well-being a priority and serve followers by providing for their needs and responding to their concerns. The end result will be a high-functioning team.

According to one model of servant leadership (Liden et al., 2008), there are 7 critical behaviors that servant leaders perform:

1. Conceptualizing. This involves the leader utilizing his or her experience and the resources provided by the organization to help solve problems.
2. Emotional Healing. The servant leader is supportive of followers and sensitive to their feelings and ideas. The goal is to be available and listen to followers and their concerns.

3. Putting Followers First. This is the core of servant leadership. It's not about the leader.

4. Helping Followers Grow and Succeed. As in all theories of exemplary leadership, servant leaders grow the leadership capacity of followers – leaving them better off and better able to lead in the future.

5. Behaving Ethically. Caring about others first, and doing the right thing are critical to servant leadership.

6. Empowering. It is through the process of empowering followers that the servant leader builds followers' leadership capacity.

7. Creating Value for the Community. Rather than focusing on the outcomes for the leader and the followers, the servant leader is concerned about having a positive impact on the larger community – the organization, the sector, the nation.

As you can see, servant leadership is quite different than traditional approaches to leadership. It seems particularly appropriate, however, for government leaders (they should serve the people who elected them), religious leaders, and leaders of nonprofit organizations. Many for-profit organizations have also adopted servant leadership as a model for their managers and executives.

Does it work?

A growing body of research suggests that servant leadership has a positive effect on followers – followers become more engaged and motivated – and, as a result, there is a positive impact on performance.

Source: Psychology Today, Ronald E. Riggio Ph.D.

How to become a servant leader

Lead by example

A servant leader should always lead their team by example. You should be willing to do anything that you ask your team to do. When your team members see you are willing to put in the same amount of effort, 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 to the overall success of the organization, they usually feel more empowered and are willing to work harder to help it succeed. Try to make sure your team members know why the work they do is important and how their work directly affects the company's overall success.

Encourage collaboration and team engagement

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

Help your team grow and develop

Servant leaders don't only focus on being great leaders themselves but are also interested in helping their team members become great leaders. Encourage your team to participate in education and employee development programs to help them expand their knowledge and skills.

You can encourage team members to take active leadership roles during group projects. If they know you are committed to their professional growth, they are more likely to listen to suggestions to help improve their work.



Indeed¹ <https://www.indeed.com/career-advice/career-development/10-common-leadership-styles>

Care for your team members personally

Another thing you can do to become a servant leader is to show your team members you care about them on a personal level. Being empathetic and trying to offer advice when you can help create a more positive work-life balance for your employees and help them cope with personal stress better. When your team feels that they matter as individuals and not just as employees, they are more likely to be happy about coming to work and producing quality work.

Ask for feedback

Finally, servant leaders should always be looking for how they can improve their own leadership and contribute to their team. Encourage team members to provide feedback when they have an idea to improve workflow or help the company succeed. Try to make your team members feel empowered to come to you with suggestions at any time and regularly ask for feedback from those who don't naturally provide it.

Source: *Indeed Leadership Team, Indeed.com*



Lemon Parmesan Chicken & Rice



Serves about 10

2	cups	rice
4	cups	water
1	tsp	chicken base
1	lb	broccoli florets, thawed
4	lbs	chicken, diced about 1" pieces (thighs and breasts are good)
1	Tbsp	granulated garlic
1	Tbsp	onion powder
3	cups	diced onion
2	each	lemons zested and juiced
1	cup	Parmesan cheese (grated)

- Brown the rice very lightly in a large skillet, add water and chicken base and cook until the rice is just done. Don't overcook. Set aside.
- Brown the chicken in some oil, and when just cooked add the onions; cook until tender.
- Add broccoli to the pan and cook until heated, then add the rice and lemon juice to the pan.
- Cook as you would a stir-fry, adding in the seasoning as you do.
- Remove and stir in the lemon zest.
- Transfer to a steamtable pan and top with the parmesan cheese.

Singapore Shrimp Curry Noodles



Serves about 12

1 ½	cups	chicken broth/stock
2	Tbsp	oyster sauce
1/4	cup	soy sauce
1	Tbsp	granulated sugar
1/3	cup	peanut oil or cooking oil
1	Tbsp	curry powder
1	Tbsp	minced garlic
1	Tbsp	ginger root, fresh grated
1	each	red bell pepper, diced
1	each	green bell pepper, diced
1	each	medium onion, diced
6	each	green onion, sliced
2	lbs	shrimp, 50/60 or smaller
3	cups	frozen green peas
16	oz	rice noodles

- Break the rice noodles into 3" pieces, then soak in water. Set aside for now.
- Combine chicken broth, oyster sauce, soy and sugar in a bowl. Mix well and set aside.
- In a large sauté pan or skillet, heat the oil and add curry powder, garlic and ginger. Stir fry for about 10-15 seconds.
- Add peppers, onion, and stir fry for about 3 minutes.
- Stir in liquid and bring to a boil.
- Add the shrimp and peas, cook until shrimp is done (about 3 minutes or so).
- Drain and add the noodles, cook until heated throughout and transfer to a steamtable pan.
- Garnish with the green onions.



Color vs. calories: What the colors mean...

Entrees	Sides	Snacks
400 or Less	100 or Less	200 or Less
400 - 600	100 - 300	200 - 300
600 or More	300 or More	300 or More

SONOCO is committed to making sure that cutting gloves are provided. They are always available on request if you need one.

Your safety is more than just a priority. It is extremely important to us that you are safe at work and at home.

PLEASE, don't use a knife or other sharp without a cutting glove.

In this photo, the worker is correctly wearing a cutting glove covered with a Latex or Nitrile glove.



If a knife is in your hand, a cutting glove **MUST** be worn on the other.

Keep knives **SHARP**. Dull knives tend to slip and cause injuries. It is counter-intuitive but true.

Tell your team when a knife is newly sharpened.

Use knives **ONLY** for their intended purpose:

- Not as a can-opener
- Not as a screwdriver
- Not as an ice pick

When setting up a work area to use a knife:

- Set up on a low-traffic area where you're less likely to be bumped by someone walking near you.
- Place a damp cloth under the cutting board. This prevents it from slipping on your work surface.
- Keep the area clear of anything you are not using or do not need while cutting.



Savannah Red Rice



A staple of the Georgia Coast. About 12 servings.

- 10 slices bacon
- 2 each large onion, diced
- 1 cup celery, diced
- 1 each bell pepper, diced
- 3 cups rice (raw)
- 1 quart whole tomatoes, chopped, with liquid
- 3 cups chicken broth
- 1 tsp salt
- 1 tsp black pepper
- 1 tsp cayenne
- 1 tsp hot sauce
- 1 tsp garlic, granulated or powder

- Cook bacon crisp, remove from pan and chop.
- In pan with bacon fat, cook onion, bell pepper and celery until tender – about 6 minutes or so.
- Add in the tomatoes, broth, spices and rice; bring to a boil and transfer to a half size steamtable pan.
- Cover and bake at 350 about 45 minutes.
- Remove from oven, uncover and bake to cook off liquid if needed.
- Top with crumbled bacon and serve.

One Pot Ham & Veggie Pasta



Simple, tasty, uses leftover ham. Serves about 12

- 2 Tbsp cooking oil
- 6 cups ham, diced into cubes
- 1 cup onion, diced
- 2 tbsp garlic, minced
- 2 tsp Italian seasoning
- 1/2 tsp crushed red pepper flakes
- 1/4 tsp cayenne pepper
- 2 quarts chicken stock or broth
- 2 1/2 cups half and half
- 1/2 cup flour
- 2 lbs bowtie pasta
- 4 cups frozen peas & carrots
- 1 cup Parmesan cheese, grated

- In a saucepan, sauté the ham and onion in oil.
- Add garlic and spices, cook about 1 minute.
- In a bowl, combine cream, stock, and flour. Blend.
- Add into the saucepan along with pasta.
- Cook about 15 minutes, then add the peas & carrots and cook until the pasta is done al dente.
- Remove from heat, stir in the Parmesan cheese and transfer to a steamtable pan.
- Garnish with fresh chopped parsley or dried.



HEAT-RELATED ILLNESSES

WHAT TO LOOK FOR

WHAT TO DO

HEAT STROKE

- High body temperature (103°F or higher)
- Hot, red, dry, or damp skin
- Fast, strong pulse
- Headache
- Dizziness
- Nausea
- Confusion
- Losing consciousness (passing out)

- Call 911 right away-heat stroke is a medical emergency
- Move the person to a cooler place
- Help lower the person's temperature with cool cloths or a cool bath
- Do not give the person anything to drink

HEAT EXHAUSTION

- Heavy sweating
- Cold, pale, and clammy skin
- Fast, weak pulse
- Nausea or vomiting
- Muscle cramps
- Tiredness or weakness
- Dizziness
- Headache
- Fainting (passing out)

- Move to a cool place
- Loosen your clothes
- Put cool, wet cloths on your body or take a cool bath
- Sip water

Get medical help right away if:

- You are throwing up
- Your symptoms get worse
- Your symptoms last longer than 1 hour

HEAT CRAMPS

- Heavy sweating during intense exercise
- Muscle pain or spasms

- Stop physical activity and move to a cool place
- Drink water or a sports drink
- Wait for cramps to go away before you do any more physical activity

Get medical help right away if:

- Cramps last longer than 1 hour
- You're on a low-sodium diet
- You have heart problems

SUNBURN

- Painful, red, and warm skin
- Blisters on the skin

- Stay out of the sun until your sunburn heals
- Put cool cloths on sunburned areas or take a cool bath
- Put moisturizing lotion on sunburned areas
- Do not break blisters

HEAT RASH

- Red clusters of small blisters that look like pimples on the skin (usually on the neck, chest, groin, or in elbow creases)

- Stay in a cool, dry place
- Keep the rash dry
- Use powder (like baby powder) to soothe the rash





Chicken, Sausage & Potatoes

Roast in a single pan. Easy and tasty. Serves 12

- 2 lbs Italian sausage
- 12 each chicken thighs
- 1 cup green bell pepper, large diced
- 1 cup red bell pepper, large diced
- 1 each large onion, thick sliced
- 6 each potatoes, cut in 1" pieces
- 1 1/2 Tbsp Italian seasoning
- 1 Tbsp salt
- 1 tsp black pepper
- 1 Tbsp garlic, granulated or powder
- 1/4 cup olive oil
- 1/8 cup chopped fresh parsley

- Brown sausage thoroughly. Let cool 5 minutes. Cut into 1" long pieces.
- In a large bowl, combine all ingredients except parsley and oil.
- Pour oil over all the ingredients and mix with a spoon or by hand to coat everything well.
- Remove chicken and arrange in a single layer in a prepped shallow steamtable pan.
- Pour remaining ingredients over the top of the chicken and arrange around chicken in pan.
- Roast until chicken reaches an internal temperature of 165 F – about an hour.
- Remove and place on the serving line.
- Garnish with the chopped fresh parsley. If you don't have fresh, you can use dried sparingly.

GREAT ONE-LINERS

The problem isn't that obesity runs in your family. It's that no one runs in your family.

250 lbs here on Earth is 94.5 lbs on Mercury. No, I'm not fat. I'm just not on the right planet.

When life gives you melons, you might be dyslexic.

What's the difference between ignorance and apathy? I don't know and I don't care.

I spent a lot of time, money, and effort childproofing my house... But the kids still get in.

I wanted my kids to watch the orchestra, but I had to turn it off. Too much sax and violins.

I had an appointment to see my psychic next week, but she just called to cancel. She said I won't be able to make it.

My wife gave me an ultimatum: Her or my addiction to sweets. The decision was a piece of cake.

If prisoners could take their own mugshots... they'd be called cellfies.

What do you get when you cross a polar bear with a seal? A polar bear.

