

SHOP TALK

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

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

John Quincy Adams

"Management is doing things right; leadership is doing the right things."

Peter Drucker

"If you think you are leading and turn around to see no one following you, then you are just taking a walk."

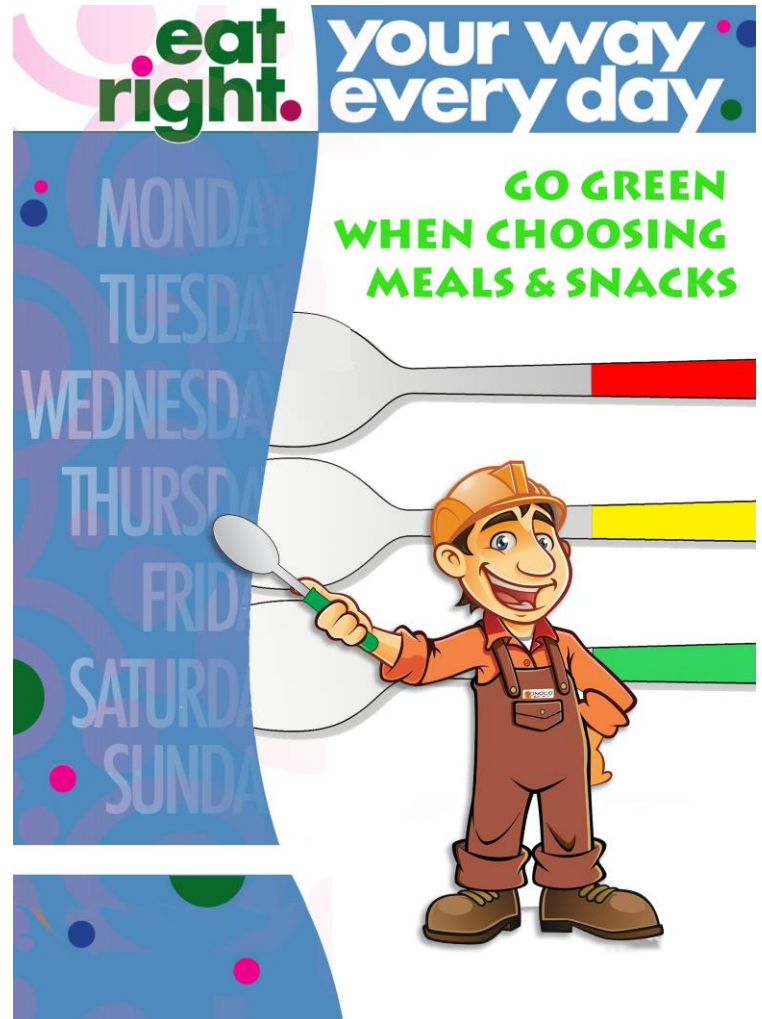
John C. Maxwell

"Real leadership is leaders recognizing that they serve the people that they lead."

Pete Hoekstra

"The supreme quality of leadership is integrity."

Dwight D. Eisenhower



Every issue of Shop Talk focuses on healthy eating, and provides you with interesting, simple, and tasty recipes to support our customers' need to watch what they eat.

We hope that you find them helpful, and that you will be motivated to participate by sending in your tips, tricks, and recipes. Thanks for reading!

The Importance of Teamwork in the Workplace.

Pritam Gurumayum

Teamwork is important for organizations, especially in today's highly digital world. Studies show that organizations that emphasize teamwork innovate faster, see mistakes more quickly, find better solutions to problems, and attain higher productivity.

Improving teamwork aims to increase productivity and performance for the benefit of the organization. For example, while salespeople thrive on healthy competition, they also close more deals, and the organization benefits when they work as a team.

The benefits of team building in the workplace

Teamwork is essential because it maintains an enjoyable work environment.

Teamwork builds strong employee relationships because the more employees work close to each other, the more they get to know each other and develop a liking for each other. The more they work together, the more they learn and learn to live with each other's likes, dislikes, strengths, and weaknesses. When they work together for a long time, the team naturally becomes more collaborative, and this leads to a more enjoyable work environment for everyone. A pleasant work environment leads to higher productivity, and this helps organizations realize their goals quickly.

Another importance of working together as a team is that it increases work efficiency.

Statistics show that employees who work as a team accomplish tasks faster and much more efficiently than those who work alone. Working as a team on different assignments minimizes workloads for all employees by sharing ideas and

responsibilities. Employees have a lot of pressure to meet goals on a shorter time scale. Teamwork is important because it enables your team to share ideas and responsibilities, which helps reduce stress on everyone, allowing them to be meticulous and thorough when completing tasks. This will enable them to meet sales goals quickly.

Teamwork increases learning opportunities.

Employees in an organization differ in terms of the level of work experience, expertise, and skills they possess. Collaboration enables these employees to interact with each other on a project. This interaction is a great learning opportunity for new employees because they can acquire skills they didn't have from more experienced employees. Also, more experienced employees can get fresh and innovative ideas from new employees. Also, the importance of teamwork in business is that it allows new and more experienced employees to challenge each other's ideas and ways of doing things to come up with an agreeable, effective solution that helps employees complete the tasks at hand.

Teamwork leads to increased accountability.

Employees who work individually are likely to experience low morale and be less accountable. With teamwork, no member wants to let others down, and so confidence is maintained. Also, working as a team makes every employee accountable, especially if they are working with experienced, respected employees who have a reputation for hard work and accountability. Organizations can benefit significantly from teamwork because employees will complete projects ahead of the deadline due to increased productivity and efficiency.

The importance of communication in teamwork

Encouraging how to improve teamwork in an organization is a bright idea, but if communication is lacking in the team, all that effort will go down the drain. For teamwork to be

efficient, organizations must foster communication. Where there is trust, communication can be effective. The problem is that trust is not automatic. It has to be nurtured. There must be open communication in the team for trust to develop. If team members can't speak openly, the integrity of the team will be lost. Teamwork lessons are important to nurture effective communication.

Research shows that organizations that emphasize the importance of communication in teamwork complete tasks more quickly and efficiently than teams that don't. Effective communication allows team members to learn and understand their roles to avoid duplication of functions. It also enables team members to know the needs and goals of the project, which allows them to focus on realizing those goals.

Disruptions associated with a lack of effective communication

Teams that lack effective communication usually end up wasting time doing trivial tasks and accomplishing nothing because they don't understand what needs to be done. The team members also don't understand each other's personalities, which often results in conflict and trust issues within the group. All of this can create a toxic work environment, which can affect the organization's growth.

Why teamwork matters

It eliminates a toxic work environment.

One of the benefits of teamwork in organizations is that it eliminates toxic work cultures. A toxic work culture is characterized by drama, fighting, low morale at work, lack of communication, and the boss's fear. Plus, the organization focuses on policies instead of people. A toxic work culture affects the productivity and wellbeing of employees. This makes it impossible for the organization to achieve its strategic goals.

Reduces increased employee turnover.

Organizations that lack teamwork across all departments often experience lower levels of productivity and growth. As a result, it becomes harder for them to operate efficiently, which is why they fail to realize their long-term objectives. When employees find out that they can't carry out their responsibilities, they become frustrated and quit. A focus on the importance of teamwork leads to a friendly environment where employees can easily carry out their responsibilities, which helps to minimize employee turnover.

It helps employees remain focused on the organization's goal.

No organization is perfect. That means every organization faces difficult and challenging times. For example, the current COVID-19 has affected businesses, individuals, and families. During challenging times like this, team members can rely on each other for guidance and support. This enables them to focus on the organization's goals and carry out their duties and responsibilities effectively.

Source: Indeed.com





Zucchini Corn Fritters ●

These can be cooked on the grill like a pancake, or in the fryer like a hushpuppy. Your choice. Makes 24.

2	cups	flour
1/2	cup	granulated sugar
1	Tbsp	baking powder
1	tsp	ground cumin
1/2	tsp	salt
1/2	tsp	garlic powder
1/4	tsp	cayenne (optional)
1/2	tsp	black pepper
1	cup	milk
1/2	cup	margarine, melted and cooled
2	each	eggs, beaten
2	cups	zucchini, grated
2	cups	thawed frozen corn
1	cup	Cheddar cheese, grated

- In large bowl, combine dry ingredients together.
- In a small bowl, combine wet ingredients, then add to the dry ingredients to make a batter.
- Add the corn, zucchini and cheese to the batter and fold in until blended. But do it gently so you don't break up the cheese too much.
- Spoon out into 3" diameter pancakes on a well-oiled griddle. Cook as you would a pancake. OR:
- Spoon into the deep fryer in 2 ounce portions or so (you'll get about 30 fritters this way). Deep fry until golden brown and remove.
- Drain the fritters on a grate or with paper towels, and transfer to a steamtable pan with a drain grate. Garnish with sliced green onions or parsley.



Spicy Crab & Corn Chowder ●

This spicy dish is good year round, no need to wait for colder months. Jalapenos kick it up. 1 gallon

1/2	cup	butter
2	cups	onions, diced
1	cup	jalapenos, diced
2	cups	celery, diced
1	tsp	salt
1	tsp	Tony's or similar
1	tsp	cayenne pepper
1	tsp	garlic powder
3/4	cup	flour
10	cups	water or stock
4	lbs	thawed corn kernels
1	lb	crab meat
1	cup	heavy cream
1	Tbsp	paprika
1/2	lb	bacon, cooked, crumbled

- In a stockpot, melt butter and sauté onion, jalapenos, and celery until wilted.
- Add seasonings and cook about a minute.
- Add flour and cook until slightly thickened, about 3 minutes.
- Add water, 2 lbs corn and bring to a simmer.
- In a blender, combine 1 cup water and 2 lbs corn. Blend until pureed somewhat smooth.
- Pour this into the stockpot and bring to a boil.
- Reduce to a simmer and cook about 30 minutes, stirring occasionally.
- Add crabmeat, heavy cream and paprika. Check for salt, pepper and add as needed.
- Remove and transfer to a soup kettle or a 6" 1/3 pan and place on steamtable. Garnish with bacon and green onions.



Grilled Salmon with Bacon Corn Relish ● Down Home Red Beans & Sausage ●

24 slices bacon, cut into 2 inch pieces
 6 cups thawed corn kernels
 1 cup Sliced green onions & tops
 1 cup diced red bell pepper
 3 Tbsp olive oil
 1/4 cup cider or white vinegar
 10 each salmon filets
 4 - 6 cups fresh spinach leaves

- In a skillet, brown the bacon until crisp.
- Add green onions (green and white portions) into the bacon along with diced red bell pepper.
- Cook until the vegetables are tender – about 3 or 4 minutes.
- Add corn to the bacon mix and cook just until the corn is hot.
- Add oil, vinegar, stir in and add salt and pepper to taste as needed.
- Remove from heat and set aside.
- Brush the salmon filets with vegetable oil, then season with salt and pepper.
- Cook on the grill (or on an outside grill) about 5 minutes per side, until the fish is cooked with a slightly pink center. Don't overcook the fish.
- In a shallow steamtable pan, place the spinach leaves in a layer. You may need more or less of it.
- Place the salmon filets on top of the spinach.
- Spoon equal amounts of the corn relish onto each salmon filet. Garnish with some green onions if you like, or a twist of a lemon slice.
- Place on serving line.

3 slices thick cut bacon, chopped
 2 each large onion, chopped
 2 cloves garlic, minced
 1 lb dry red beans
 1/2 tsp liquid smoke
 2 tsp Tony's or similar creole seasoning
 8 cups chicken broth or stock
 1 lb smoked sausage cut into 1/2" coins

- In a large saucepan, sauté the bacon until crisp, then remove the bacon from the pot. Set aside.
- In the bacon fat, sauté the onions until they begin to soften. While the onions are cooking, scrape the bottom of the pot to loosen the "crust" (called "fond") and incorporate it into the onions.
- Add the beans, stock, and seasonings to the pot and bring to a boil. Reduce to a simmer.
- Cook at a simmer about an hour, then add back the bacon.
- Continue cooking until the beans are tender and the liquid begins to thicken.
- In a skillet, brown the sausage, then add to the beans and cook until beans are tender.
- Remove and place in a steamtable pan.



Heat Stress Safety

Heat stress can be a killer on the job site and at home. According to the CDC, there are an average of 67,512 emergency department visits due to heat annually, on average. Outside of the direct consequences such as heat stroke, heat stress can cause incidents on the job due to loss of focus or excessive fatigue.

Heat-Related Illnesses

Heat Cramps: Are painful, brief muscle cramps. Muscles may spasm or jerk involuntarily.

Heat Exhaustion: There are two types of heat exhaustion. 1. Water depletion- Signs include excessive thirst, weakness, headache, and loss of consciousness. 2. Salt depletion- Signs include nausea and vomiting, muscle cramps, and dizziness.

Heat Stroke— Heat stroke is the most serious heat-related illness. Heat stroke can kill or cause damage to the brain and other internal organs. Heat stroke results from prolonged exposure to high temperature.

Medical Response

If anyone is displaying symptoms of a heat-related illness, it is important to get them the proper medical attention they need before the problem turns into heat stroke. For people displaying symptoms of heat

exhaustion, have them stop work and get to a shaded area. The affected person needs to consume water or electrolyte-replacing sports drinks. The person should not return to work the rest of the day.

Anyone displaying symptoms of a heat stroke, needs immediate medical attention. Symptoms include fainting, throbbing headache, dizziness, lack of sweating, vomiting, or behavioral changes such as confusion. The person should be cooled down immediately in a shaded area or indoors. DO NOT put ice-cold water on the victim, as this can cause shock. Use cool water to lower the body temperature of the victim.

Safe Work Practices to Prevent Heat-Related Illnesses

- Allow for acclimatization to a hot environment before any strenuous work begins. It takes roughly two weeks for an individual to acclimate to a hot environment.
- Drink plenty of water during strenuous activities, especially in hot environments. An average person sweats between roughly 27 oz. to 47 oz. per hour during intense labor. To put that amount into perspective, an average water bottle holds 16.9oz.
- Take frequent breaks in the shade or indoors where there is AC.

SIGNS OF HEAT EXHAUSTION

Mild headache, lightheadedness

Cool, pale skin (heavy sweating)

Nausea, vomiting

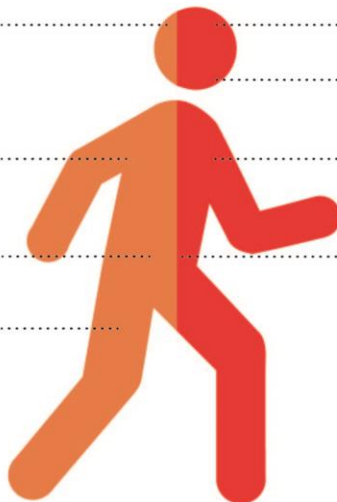
Muscle cramps, fatigue, weakness

SIGNS OF HEAT STROKE

Throbbing headache, confusion, seizure, irritability, or altered/loss of consciousness
Oral body temperature of 104°F and above;
dry mouth

Hot skin

Nausea, vomiting



Many signs of heat exhaustion can overlap with signs of heat stroke. When in doubt, call 9-1-1.

WHAT TO DO

MOVE to a cooler place
COOL with ice/cold water and lay down
DRINK cool water or sports drinks
CALL 9-1-1 if symptoms last longer than 1 hour

CALL 9-1-1 IMMEDIATELY
MOVE the affected person to the shade or cooler place
COOL the affected person with immersion in cool water or by placing ice packs on the neck and groin areas

COOL KITCHEN HACKS

Make giardiniera with that unused pickle juice. Just blanch cauliflower and carrots lightly, then add to the juice along with some Cajun sport peppers and red bell pepper strips. Give it about 3 days to pickle and then serve. Keeps refrigerated another week.



Make limp celery crisp again. Just trim off the top and bottom of the stalks, then place in ice cold water to re-crisp it. You can also do this on receiving celery.

Measure sticky ingredients without the mess. Before you measure something like corn syrup or molasses, spray the measuring cup with food spray. The sticky stuff will pour completely out of the measuring cup.

Food spray also works on your box grater. Just spray it on before you start grating cheese; you'll get less fatigued – and it saves time, too.

That egg slicer isn't just a one-trick tool. You can use it to slice mushrooms for the salad bar, or strawberries too.

Another trick for diced eggs. Push them through a steamtable grate pan. You'll get consistently shaped diced eggs for salads or the salad bar.



Creamy Garlic Chicken Pasta



Serves 12

2	lbs	bowtie pasta, cooked, drained
2	Tbsp	cooking oil
8	each	boneless thighs or breasts
2	each	medium onions, diced
1	cup	mushroom, canned, drained
1/2	cup	butter
1/2	cup	flour
5	cups	milk
1	Tbsp	garlic powder or granulated
	To taste	salt and pepper

- Sauté chicken, cool and dice into thin strips.
- In same skillet, melt 1/4 cup butter and sauté onions until soft.
- Add the chicken and mushrooms and heat; remove from the heat and set aside.
- In a saucepan, melt remaining butter and add flour; make a blonde roux, stirring while cooking until the roux is just barely taking on color.
- Add milk and whip with wire whip.
- Add back the chicken mushroom mixture, and heat completely through.
- Add the cooked pasta and cook until it is heated through.
- Remove and transfer to a steamtable pan for serving.
- Garnish if you like with some sliced green onion, or chopped fresh parsley.
- As an option, sprinkle Parmesan cheese on top of the dish.

Food Storage: expiration dates



Decoding Best By, Use By and Expiration Dates

- When purchasing packaged foods, most of us look for some type of expiration date, sell-by date, or use-by date imprinted on the container to determine the freshness. What those dates mean, however, is confusing, and once the item is in your fridge or pantry and has reached that date, you may wonder whether you need to toss the product or if it is still safe to eat.
- You may be surprised to learn that dating is not required by US federal law, with the exception of infant formula and baby foods, which must be withdrawn from the market by their expiration date.

Best if Used By/Before Date

- Out of all of the date terminology, the USDA Food Safety Inspection Service prefers this wording as they think it is the easiest to understand. With an emphasis on the word best, it means the product should retain maximum freshness, flavor, and texture if used by this date. It is not a purchase-by or safety date. Beyond this date, the product begins to deteriorate, though it may still be edible.
- "Use by" date has a similar meaning to "best if used by." It means the product will have the best qualities if consumed by the date noted. The USDA prefers manufacturers to add "best" to this phrase.

Expiration Date

- This phrasing is often present on packaging for meats and some dairy as some states require an expiration date on meat or milk. It's best not to use the product past this listed date in those cases as it signifies when the food most likely will spoil. For other food items, the manufacturer may have simply chosen to use "expires by" instead of "best if used by" to warn that the product may be stale or have lost its flavor by that date. Check all food carefully for signs of spoilage.

Sell-By or Pull-By Date

- The "sell-by" date is geared toward the supermarket versus the home kitchen. This distinction is used by manufacturers to tell grocers when to remove their product from the shelves, but there is generally still some leeway for home usage. For example, milk often has a sell-by date, but the milk will usually still be good for at least a week beyond that date if properly refrigerated.

Pack Date

- Mostly used on canned and boxed goods, this date refers to when the item was packed. It is usually in the form of an encrypted code not easy to decipher. It may be coded by month (M), day (D), and year (Y), such as YYMMDD or MMDDYY. Or it may be coded using Julian (JJJ) numbers, where January 1 would be 001 and December 31 would be 365. In even more convoluted coding, letters A through M (omitting the letter I) are often assigned to the months, with A being January and M being December; the letter is in combination with a numeric day, either preceded or followed by the numeric year.

