

# Chef to Chef

A Club+Resort *Chef*

CONFERENCE



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THE WESTIN CHARLOTTE  
CHARLOTTE, N.C.

Chef to Chef

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# J. Kevin Walker

CMC, AMC

*Inspiring & Retaining a  
Culinary Team and the  
End of the 'Yes, Chef'  
Era*



# Chef to Chef

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**Inspiring & Retaining Your Culinary Team  
at the end of the “Yes Chef” Era  
J. Kevin Walker, CMC, AAC**



“The definition of insanity is doing the same thing over and over again and expecting a different result.”

Albert Einstein



# Ansley's Challenges

- All culinary schools have closed/closing
- Inside Perimeter
- Lack of Affordable Housing
- History of Poor Wages
- Rebuilding Trust with long time employees

# Ansley's Strengths

- Changing Wage Structure
- Close to Rapid Transit
- Shuttle Service
- Rebuilding Reputation with long term employees

# Personal Struggles & Solutions

- Club's History
- Lack of Foundation
- Infrastructure
- Long Term Senior Dept Heads
- Negotiated Contract
  - Employee Education
  - Smallwares
- Committee Engagement
- Member Engagement
- Standing Firm for Beliefs

# Core Values

- Improve everything we touch
- Taste everything
- We are ladies and gentlemen serving ladies and gentlemen
- Commitment to excellence
- Treat our members and each other with respect and dignity
- Create a positive and safe work environment
- Use the proper tool for the proper job
- Be accountable
- Serve hot food hot and cold food cold, never serve an inferior product
- Uncompromising levels of sanitation and cleanliness
- Take pride in the chef uniform; be clean and crisp
- Ultimate kitchen and mental “mise-en-place”
- Value every member
- Meticulously attend to every detail
- Be an ambassador of The Landings Team
- Recognize and reward excellence
- Educate and motivate
- Consider “What are our options?”
- Always ask “What can I do to help, How can I help?”
- Function as a team



# Improve Everything We Touch

- Constantly look for ways to improve the taste and quality of the food
- Develop better ways of presenting and serving food
- Improve the operations of the kitchens
- Continually find new ways to bring all aspects of the culinary department to a higher level

# Taste Everything

- Use tasting spoons
- Have a proper vessel for used spoons
- Evaluate the flavor of the food during each level of preparation
- Taste the final product before it is served
- Rate the flavor quality of all raw products (i.e. nuts, fruits, vegetables, etc.)



“Change the industry and maybe, one day soon, we will start to attract new talent again,” go to your owners and ask for more money for your cooks, they deserve it, so find a way to make their lives better. Because if we have no cooks, we have no industry. We are at the tipping point, and it’s gonna take an industrywide culture change to fix it.”

Kris Schlotzhauer, Chef/Owner AO Pasta



# Multi Use Condiments



# Lemon Confit

- Uses:
  - Snapper
  - Sea Bass
  - Crab Cakes
  - Asparagus
- 2 Lemons, zested, segmented, juiced
- 2 cups Sugar
- 2 tbsp Water

# Pickled Banana Peppers

- Uses
  - Whole Roasted Fish
  - Jerk Chicken Sandwich
  - Crab Stuffed Striped Bass
  - Cheese Boards
  - Salad Station
- 2 cups White Vinegar
- 2 cups Cider Vinegar
- 1 tbaap Mustard Seed
- 1 tsp Celery Seed
- 1 Pound Banana Peppers

# All-Purpose Pickling Juice

- Uses:
  - Vegetables
  - Peppers
  - Onions
- 1 cup Water
- 1 cup Rice Vinegar
- ½ cup Sugar
- 2 tbsp Kosher Salt
- 1 each Garlic Clove
- 1 tsp Peppercorns
- 2 each Ginger Coins
- ½ each Jalapeno Pepper

# Bacon Bourbon Jam

- Uses:
  - Grilled Steaks
  - Molasses Brined Tenderloin
  - Pork Chops
  - Burger Bar
  - Grilled Mushrooms
  - Braised Shanks
- 1 and ½ pounds of bacon, rendered
- 2 cups of shallots, finely chopped
- 1 cup vidalia onion, or any sweet onion, finely chopped
- 4 garlic cloves, finely chopped
- 1 teaspoon chili powder
- ½ teaspoon smoked paprika
- ½ cup bourbon
- ½ cup maple syrup
- ¼ cup balsamic vinegar
- ½ cup brown sugar



# Sweet & Hot Corn Relish

- Uses:
  - Fried Chicken Burger
  - Southern Crab Cake Sandwich
  - Fried Green Tomatoes
  - Pickled Okra Salad
  - Burger Bar
  - Turkey Burger
- 9 cups Corn -- cut from the cobb
- 6 cups Red Onions -- diced
- 2 cups Peppers -- red and yellow, diced
- 1 cup Jalapeno Pepper -- seeded and diced
- 3 cups Cider Vinegar
- 1 ½ cups Sugar
- 1 tbsp Kosher Salt
- 2 tsp Dry Mustard
- 2 tsp Mustard Seed
- 1 tsp Celery Seed

# Tomato Jam

- Uses
  - Salmon
  - Halibut & Short Rib
  - Pot Roast
  - Burgers
  - Burger Bar
  - Charcuterie Board
- 12 each 5X6 Tomatoes
- 9 oz Sugar
- 4.5 tbsp Garlic
- 18 fl oz Cider Vinegar



# Spice Crusted Pork Tenderloin

297 Calories; 13g Fat; 16g Protein; 33g Carbohydrate

# Spice Crusted Pork Tenderloin

- Spice Rub
  - 3 tbsp olive oil
  - 2 tbsp garlic, minced
  - 3 tbsp fennel seed
  - 3 tbsp cumin seed
  - 1 tbsp cinnamon

# Spice Crusted Pork Tenderloin

- Banana Date Chutney

- 2 tsp olive oil
  - 1 each med red onion
  - ½ cup dates
  - 2 each bananas
  - 2 tsp red pepper flakes
  - ½ cup molasses
  - ½ cup lemon juice
- ¼ cup mint

# Spice Crusted Pork Tenderloin

- Sweet Chili Sauce
  - 2 tbsp sesame oil
  - 1 tbsp garlic
  - ½ cup lime juice
  - 2 tbsp ketchup
  - 2 tbsp brown sugar
  - 2 tsp serrano pepper

# Spice Crusted Pork Tenderloin

- Silkened Carrot Puree
  - Butter
  - Carrots
  - Ginger root
  - Vanilla bean
  - Cream



# Questions???

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