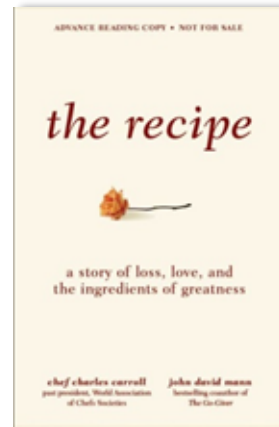
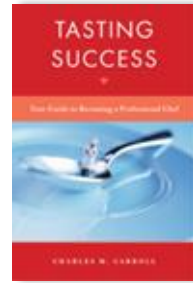





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The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the right side of the frame, creating a modern, dynamic feel. The text is centered on a white background.

Train Your Sous Chefs To Do Your Job

The Executive Chef

- ▶ Writes The Schedule
- ▶ Answers To Catering.... All Day....
- ▶ All Menus
- ▶ Committee Meetings, House Committee
- ▶ F&B Meetings, Member Meetings
- ▶ Budgets, Proposals, Ordering
- ▶ HR...
HR... Hr.... Hr HR
- ▶ Meetings, Meetings, Meetings....
- ▶ Creative / Coach / Team Builder / Positive / Accountable

I Have The Answer

One Thought.....

My Advice

Get Over Yourself...



Great Leaders Are Not Responsible For “The Job”...

Great Leaders Are Responsible For *The People* Who Are Responsible For The Job.

Hard To Find Good Talent

The background features a dark blue gradient on the left side, transitioning into a complex, abstract geometric pattern on the right. This pattern consists of overlapping, semi-transparent shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a sense of depth and movement. A thin, light blue line also runs diagonally across the lower right portion of the image.

Major Generation Separation Over The Past 20-30 years

- I Believe Chefs Are at a Cross Road in Time.
- Methods I Grew Up, No Longer Work in Today's Generation

How To Find Great Employees
Get Them To *Really* Want To Work For You
Excel As A Professional

We Try to Understand...

Or

We Continue To Hire, Fire and Watch Them Quit
Time to Start Thinking Outside The Box

What Was Old... Is New Again

- ▶ Don't Want To Work Sundays
- ▶ Don't Want To Work Nights
- ▶ Don't Want To Work More Than 40 Hours
- ▶ Narrative of Achieving Status or Sous Chef Position Has Changed
- ▶ And..... Want To Get Paid More Money
- ▶ My Prospective Has Changed.....

What Do You Think Is The
#1 Benefit For Your Career
Cooks and Chefs...?

YOU!

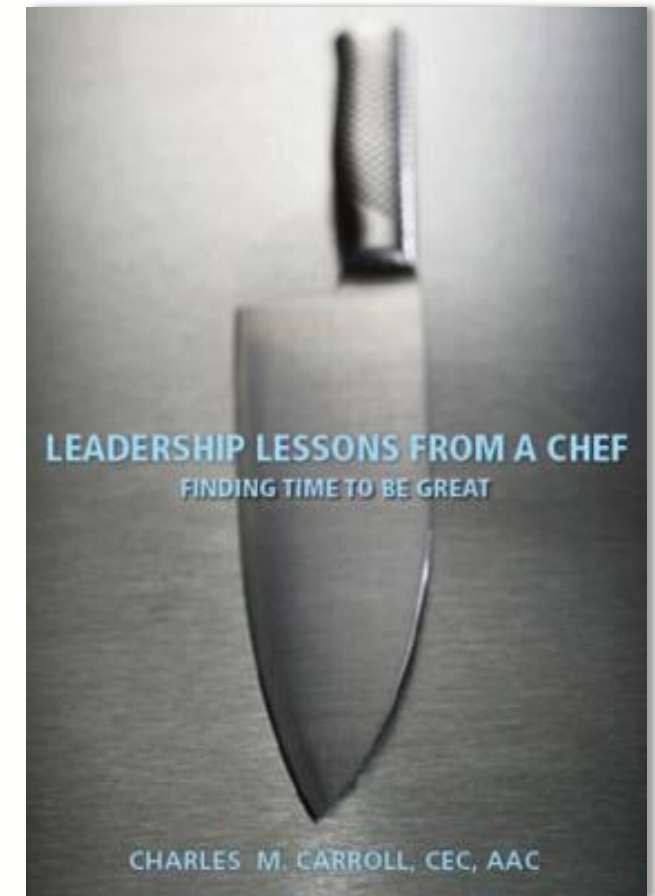
Paint The Picture Of Success...

Environment

In Order To Train Sous Chefs To Do *Your* Job... First You Have To Have Really Great Sous Chefs

What Was Old... Is New Again

- Sit Downs With Individuals
- Leadership Luncheons “HR”
- Twice Year Sous Chef Luncheon
- Hire For Talent, Not Position



Opportunities

- ▶ One A Day Sous Chef Meetings
- ▶ Train Sous Chefs *To Do My Job NOW*
- ▶ Menu Writing, Schedules, Meetings

Menu Writing

- ▶ 3 Months Past History
- ▶ Recommendation “Dogs”
- ▶ Menu Language
- ▶ Vision Board
 - ▶ Banquet Chef Can Do, Not Write...

Duck Confit Vision Board



Schedules

- ▶ Each Location To Draft
- ▶ All Approved By You
- ▶ Sous Chef Post

Meetings

- ▶ BEO or F&B Meetings
- ▶ Operations
- ▶ House Committee
- ▶ Member
- ▶ Catering

**Capital
Budget**

**Labor
Budget**

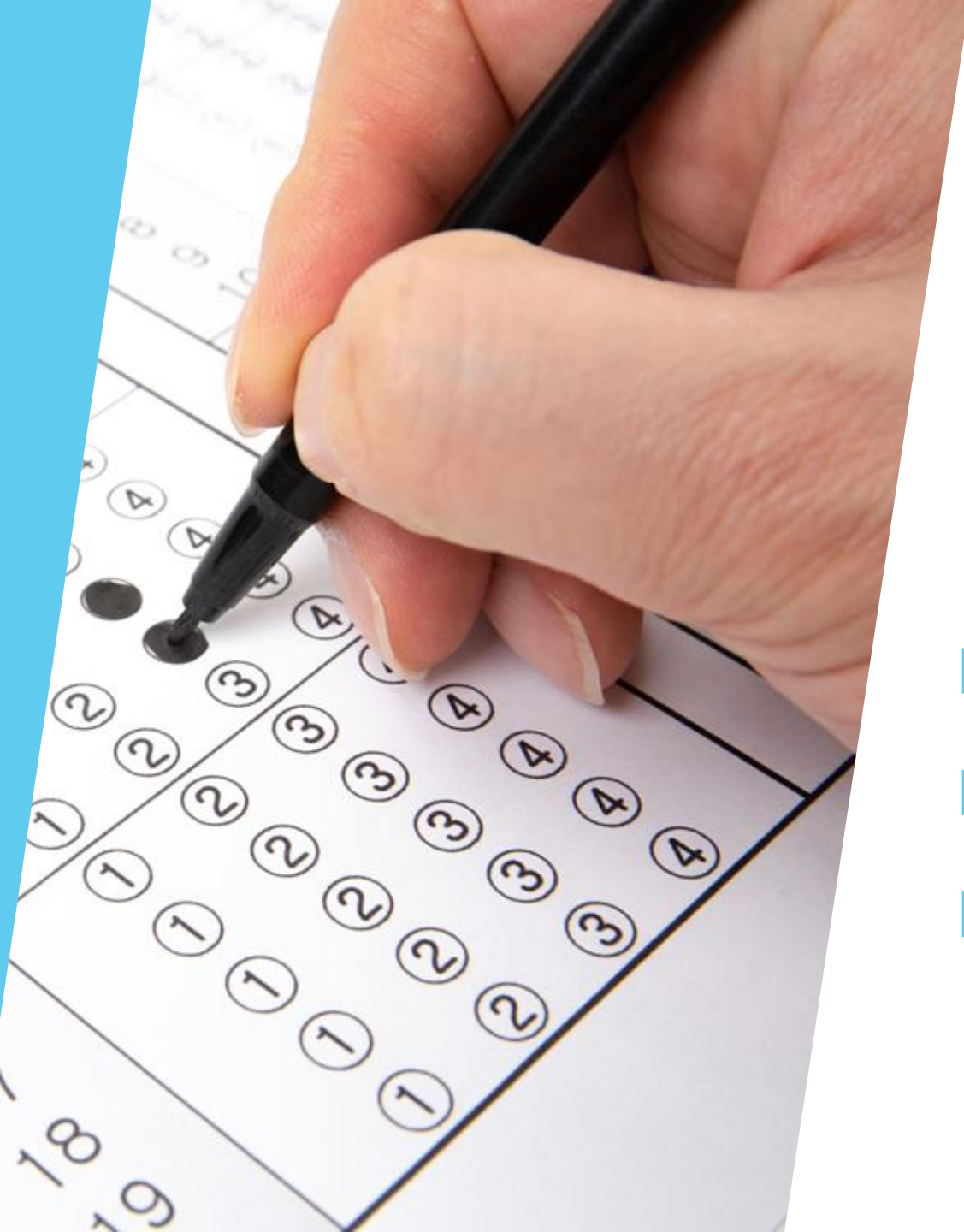
Distributors, Manufacturers

Kitchen Designers

Schedules and Labor

Hiring Process

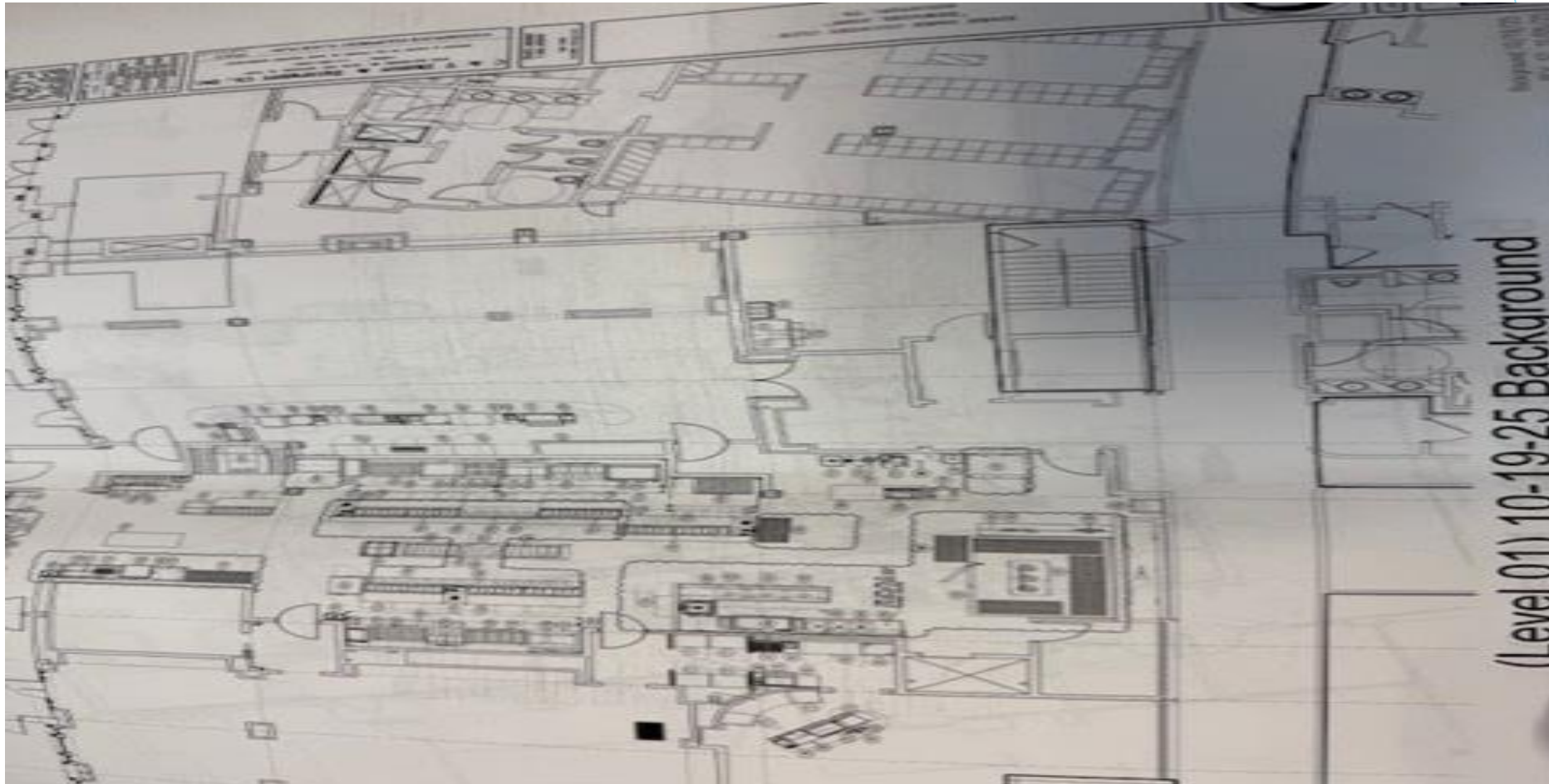
- ▶ I Pre Screen
- ▶ Sous Chef Interviews & Tours
- ▶ I Paint The Picture



To Do List

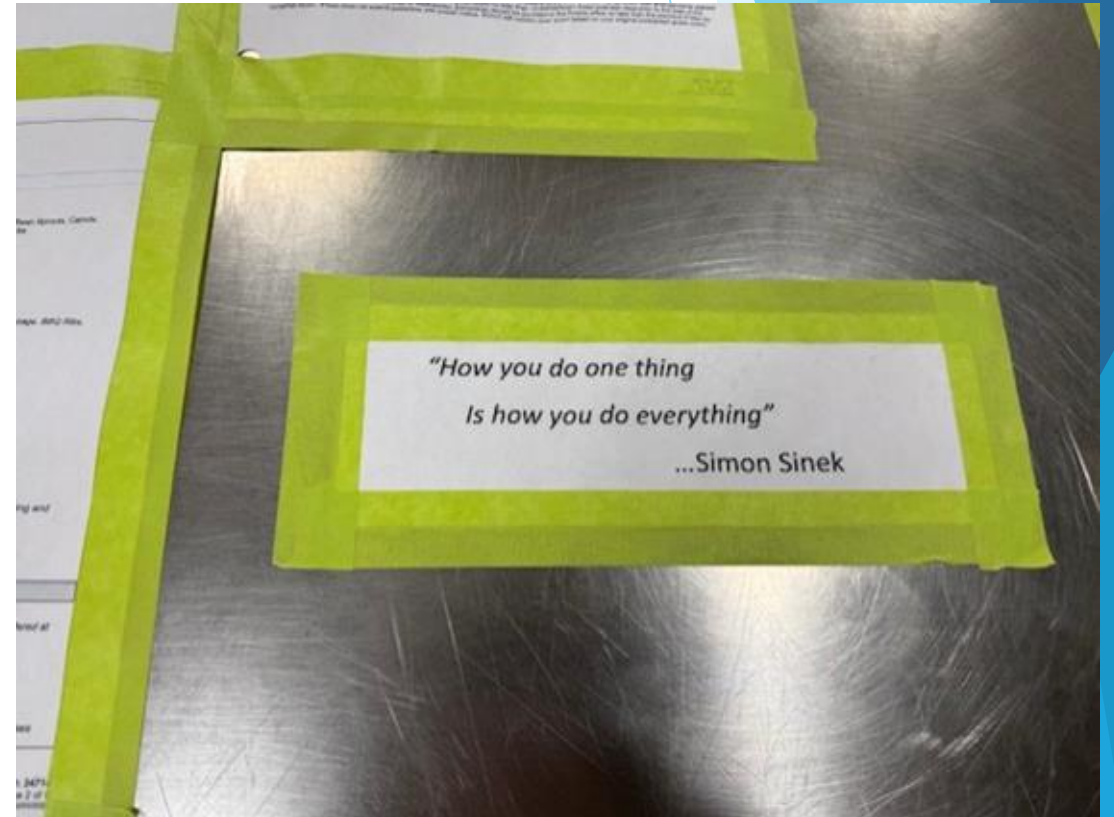
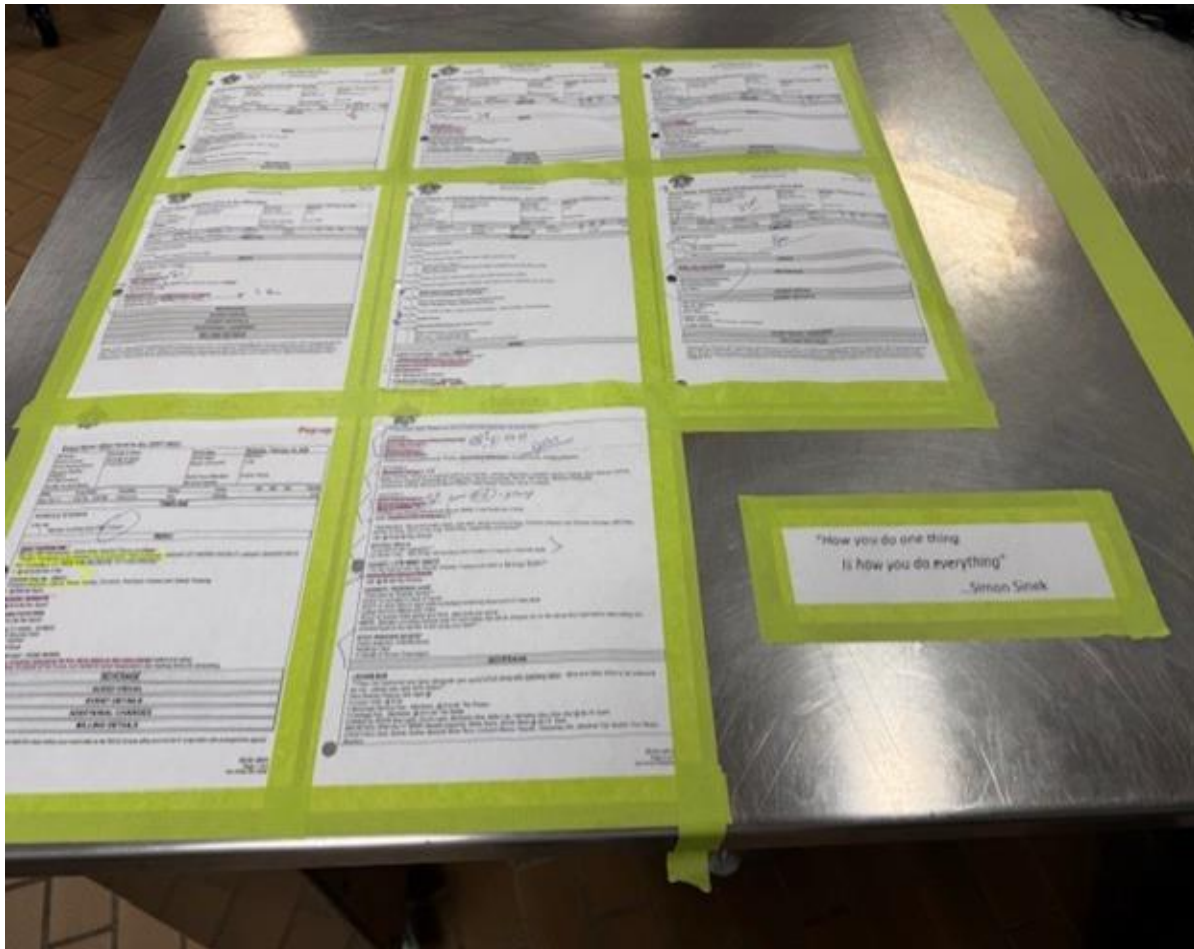
- ▶ Practice
- ▶ Delegate
- ▶ Delegate Again...

If You Pay Attention, You Will Get 5
Years of Experience In 2 Years Time





Make You A Better Chef



Inspiration

**Make A One
Year Plan**

What Happens If You Don't Do All This?

- ▶ Lower Talent Pool
- ▶ Less Motivated Staff
- ▶ More Stress In Your Life
- ▶ More Hours

Different Perspective

- ▶ River Oaks Country Club 25 Years
- 60-80 Hour Weeks Doesn't Work Anymore
- It's Time To Do Your Job, Train Differently

Important

- ▶ Don't Take Your Health For Granted!
- Life Doesn't Wait For You To Be Okay
- Stress Is Real
- Focus on Being Fit

Making Memories

- ▶ Schedule It! Vacation...Put It In Your Calendar
- ▶ Don't Take Loved Ones For Granted!
- ▶ Prioritize *“Making Memories”*

Not Today...





WIN

Go Home, Train Better

Hug Your Family

Work A Little Less

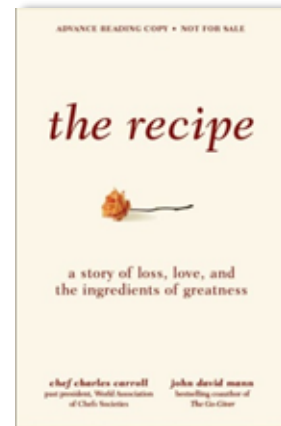
Love A Little More

Above All....Make Memories





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