Teamwork Makes the Dream Work

Building effective & efficient teams

For School Nutrition Success
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- **Twitter** - @Lunch4kidsRSU14
- **Blog** – Make Lunch Not War
What’s so important about TEAMWORK

TEAMWORK makes GOALS achievable.

TEAMWORK makes the impossible POSSIBLE!

TEAMWORK makes the DREAM WORK
Together
Everyone
Achieves
More
How do you get there from here?
THE BIG PICTURE
• Everything Starts with VISION

• *If you don’t know where you are going… you’ll never get there.*
Vision = Goals

Vision & Goals are your road maps for where you are going... what you plan to achieve!
• You Need The RIGHT PLAYERS
• When it comes to building a successful team, the players are everything. You can lose with good players… but you cannot win with bad ones.
KNOW YOUR TEAM’S NICHE

• **Know your TEAM** – Know your team’s vision and purpose and goals.
  ➢ Where are you trying to go?
  ➢ What do you need to accomplish?
  ➢ How will you get there?
• Know the SITUATION – In School Nutrition, even though the vision & purpose may be fairly stable, the situation constantly changes.
• Know the PLAYERS
  ➢ Make it a priority to get to know your team players...
  ➢ Who they are
  ➢ Their strengths & their weaknesses
  ➢ Their experiences
• Not everyone has the exact same skill set. Use this to your advantage!
You can do what I cannot do.
I can do what you cannot do.
Together we can do great things!

- Mother Theresa
As the challenges escalate, the need for teamwork elevates
You need to assess:

What is the VISION?

What are the CHALLENGES?
WHO IS ON MY TEAM?

A great dream with a bad team is nothing more than a NIGHTMARE!
• Develop Your Team Members!
Developing your team will enable growth within your organization
Tools to help develop your TEAM

- Professional Standards
- Webinars & Trainings
- Performance Evaluations w/ Goal Setting
National School Lunch Program (NSLP)

Professional Standards
• Add Key Team Members
As you recruit new team members, whether due to attrition or new positions, hire strategically, with your vision & goals in mind!
• Tips for RECRUITING
  Key Team Members
  Trade Schools
  Chefs
  Job Fairs
  Dietetic Internships
  Networking
  Social Media
Change Leadership
Knowing the strengths & weaknesses of each team member and consider moving team members around for maximum efficiency & growth
Sometimes moving people around to different positions within the kitchen or to different kitchens is the best thing.

**MIX STAFF UP DURING TRAININGS**
Remove Ineffective Team Members
This is a very difficult step, but very important for the success of any team.
Don’t let the WEAK LINKS break the chain!

• What is a WEAK LINK?
  ➢ Don’t keep PACE with others
  ➢ Don’t GROW
  ➢ Don’t see the BIG PICTURE
  ➢ Won’t attend TRAININGS or work on areas of concern
  ➢ Won’t work with the team
Some TRUTHS about Weak Links:

- Stronger members of your TEAM will always know who the weak ones are.
- Stronger TEAM members always have to help the WEAK ones to stay on task or to keep up.
- In time, the stronger team members will come to RESENT the weaker team members.
- Eventually the stronger members become less effective
- The TEAM starts to question the leaders ability
- The TEAM suffers and cannot achieve the goals & vision
ATTITUDE is EVERYTHING
• **ATTITUDES** - have the power to build a team up…. or knock it down
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<th>Great Talent</th>
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<th>Terrible Attitude</th>
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Source: John C. Maxwell
How to identify a BAD Attitude

- Some SIGNS of a BAD Attitude:
  - Petty Jealousy
  - Being Critical of Others
  - Inability to admit mistakes or wrongdoing
  - Attention seeking
  - ME First attitude
Don’t let the BAD ATTITUDE of one ruin the culture for your entire team!
Key Strategies for SUCCESS

- Mission & Vision
  - Re-evaluate your plan often
  - Weigh all decisions against your plan
  - Adjust & tweak as necessary
• Communication is KEY
  ➢ Be Consistent
  ➢ Be Clear
  ➢ Be Courteous
  ➢ Be Authentic
• Always Be a LISTENER
  ➢ Show that you CARE
  ➢ Be Genuinely INTERESTED
  ➢ Don’t JUDGE – Be Open Minded
  ➢ Don’t Interrupt
  ➢ Be AUTHENTIC
  ➢ Be willing to consider other’s ideas & inspiration
With GREAT LEADERS, TEAMS excel!
Leaders delegate responsibility & authority
Leaders COACH & ENCOURAGE
Leaders are always stretching & growing... and encourage & expect their team to do the same
Leaders reflect successes back onto their TEAM

Always give credit where credit is due!
Great Leaders are MENTORS to others, and have their own Leadership Mentors, too!
Back to the Map.....
1. Making the decision to Build a Team
2. Gather the BEST Team Possible
3. Be ready & willing to invest in your TEAM
4. Do things with your team for community & cohesiveness
5. Empower your team
6. Give the Credit for Success to your TEAM
7. Measure Progress, re-assess mission, vision, plan periodically
8. Stop investing in team members who do not grow, who don’t support the mission & vision
9. Create opportunities to allow your TEAM to stretch & grow
10. Celebrate your TEAM’s Successes
PROFESSIONAL STANDARDS CODE

• This session provides one (1) CEU
  – **Key Area:** Administration - 3
  – **Key Topic:** Building Successful Teams for School Nutrition Success.
  – **Professional Standards Code:** 3210