



# IFSEA NEWS

## *Fresh and Bold!*

"We enhance the careers of our members through professional and personal growth"



### *Life on the Weil Side!*

Richard F. Weil, MCFE, MCFP Chairman of the Board

#### **IFSEA is about Leadership**

IFSEA for 122 years young have always been about leadership. I can think of no one better than our own Ed Manley that depicts what leadership is about. Please read Ed's article about the most recent Enlisted Aide of the Year program in this month's IFSEA newsletter. Ed, thank you for all you continue to do for so many and you are the definition of what leadership is about. IFSEA has over the 122 years have had many dynamic and even colorful leaders in our midst. I would like to share with you some thoughts about leadership a recent article in "Nation's Restaurant News".

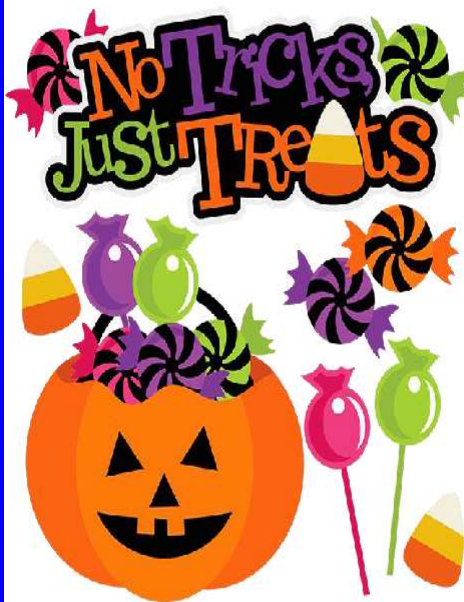
IFSEA and I give a lot of consideration and energy to the management placement process. Many of us are very experienced in locating and educating the best management for the food service and hospitality industry and their operations. I believe all of us encourage everyone to take the time to hire well. When it comes down to company culture and general employee morale, managers absolutely set the tone, the results of which are carried over into the customer experience. Choosing a manager who understands the responsibility means investing in every other part of your business—from the staff to the environment to quality-control to the customers.

*(Continued on page 2)*

### **October 2023**

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## **SOMETHING TO THINK ABOUT**

Do the best you can until you know better.  
Then when you know better, do better.

Maya Angelou



## *Life on the Weil Side!*

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*(Continued from page 1)*

[Nation's Restaurant News \(NRN\) runs a helpful company culture column called Ask Jill!](#)

And recently, Jill Raff—a globally recognized EX2CX Advisor who guides executives and business owners toward a more humanized culture prioritizing their people—shared some advice on exactly this topic. “Are your managers ‘managing’ or ‘leading’?” she asks readers, indicating that a successful manager knows the difference between the two and how to execute leadership. “Leaders will focus on those goals to motivate, influence, and inspire their people to achieve them through communicating a common, compelling, and collective vision. This is what separates leaders from managers, not title, power, or control,” she adds.

I firmly believe that the value of leadership lies in the culture it creates. Appointed managers who are trained to lead their staff create an environment of shared vision so that staff members are not simply following rules and schedules, rather are equally invested in an agreed-upon outcome. When managers-as-leaders encourage voice and participation from all staff members, the group cohesively works toward a shared end, creating fluidity and generating enthusiasm.

According to Jill, the key to raising up leaders is this: stop training! Of course, training is a word we use interchangeably—just as many would consider “managing” and “leading” to be synonyms. But Jill recommends what most of our IFSEA members believes that as leaders to do what IFSEA has been so involved with for so many years in terms of education. “Education in the workplace presents itself as instilling values, cultivating positive thinking, and creating a collaborative experience so that each staff member can conceive and act upon productive ideas. By educating employees, it enables them to analyze issues as they arise, to make solid decisions aligned with the company’s core values, i.e. their culture,” Jill explains. I further believe it is like a classroom where students come together/staff members in understanding and engagement, educating staff members sparks that shared vision needed to keep the collaboration going.

I have spent a career in leadership development of managers and staff. First and foremost is leading by example. Being prepared and can identify the current situations. In the food service and hospitality industry this is sometimes an hourly or certainly a daily occurrence. Managers who develop the ability to anticipate the situation at hand and can relate and associate with the staff to resolve and lead/create solutions, in many cases before the problem occurs. I firmly believe this is true leadership. Identifying leaders fit for management. If your operations culture seems disjointed or stifled, consider how your management has been educated and make the much-needed adjustments to have better outcomes.



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# LOOKING AHEAD WITH MANLEY

Ed Manley, MCFBD, MCFE, CHP President Emeritus



## MARINE CORPS WINS THE 21<sup>ST</sup> ENLISTED AIDE AWARD

In 2003 I created the Enlisted Aide of the Year Award (EAOY) as well as the Military Culinary Competition, which we held for 16 years on the streets outside of Marine Barracks in DC. That one is going to be re-created in January 2024 at Fort Belvoir in DC, and I am honored that the award will be renamed the “Ed Manley MCC”.

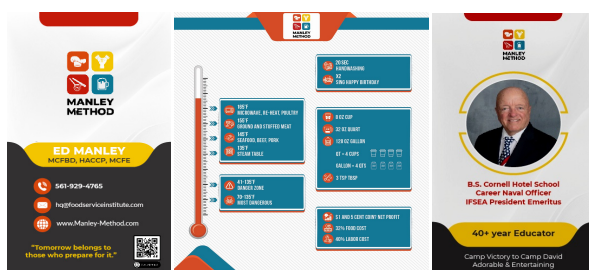
The EAOY had its 21<sup>st</sup> year with a review board led by the former Chief of Naval Operations, Admiral Richardson (ADM) and Mrs. Richardson. We had the finest group of finalists ever, so good that the board was beating me to have co-winners, but NOT happening, I made them pick one, which was SSgt Cameron Harrell who works for Air Force 4-star General Anthony Cotton, the STRATCOM Commander, The United States Strategic Command HQ at Offutt Air Force Base, Nebraska. USSTRATCOM is responsible for strategic nuclear deterrence, global strike, and operating the Defense Department's Global Information Grid. Enlisted Aides (EA) keep these top military leaders ready to represent their service to world leaders – in his salute to the finalists at the Irvine Foundation Red, Wine & Blues Dinner at the Ritz, Chef Irvine stressed how important it is that the Generals and Admirals don't have to worry about being prepared because that's what their EA does.

The Robert Irvine Foundation partners with the Veteran's Support Network on the presentation of the award, and this year Monster Energy gave us the pleasure of having in attendance race car driver Kurt Busch for the weekend. I was able to continue the practice of providing funds to the

finalists, \$1000 for the winner and \$250 each for the others, thanks to the generosity of IFSEA and the Kae de Brent Hodges fund, which provided \$4250 mostly for that purpose. IFSEA still strongly supports the military. At the Hall of Heroes (Medal of Honor's given out there) I gave a brief history of the award in front of many very senior officers, and I acknowledged the contributions of IFSEA and reminded them that WE-IFSEA originally back in 1956 created the beginning and over time all the military best in foodservice awards that are now done with the NRA.

So, each member of IFSEA can feel proud and when you pay your very modest dues, keep in mind what you are supporting. THANKS!!!!

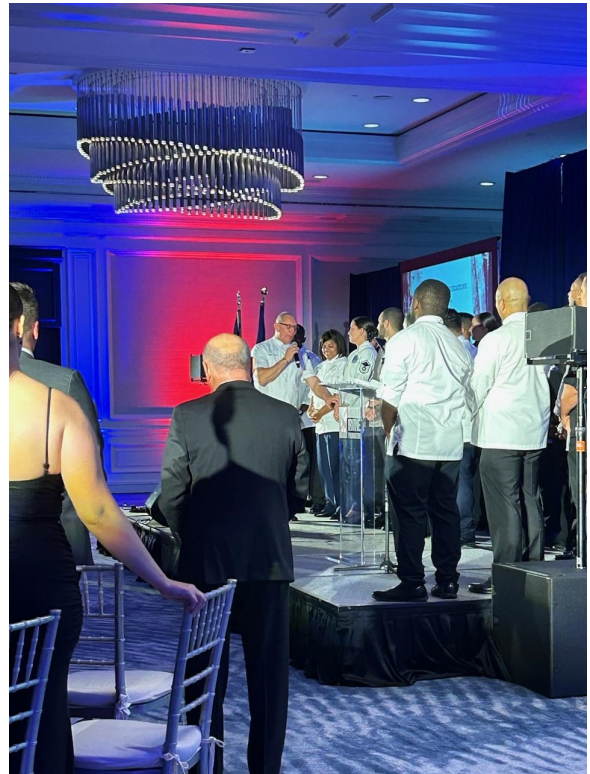
## Sharleen and Ed's Elvis Wedding!



## ENLISTED AIDE OF THE YEAR AWARDS



Finalists dining with  
Chef Robert Irvine  
at his Pentagon Restaurant.



Ed Manley being introduced  
by Chef Robert Irvine.

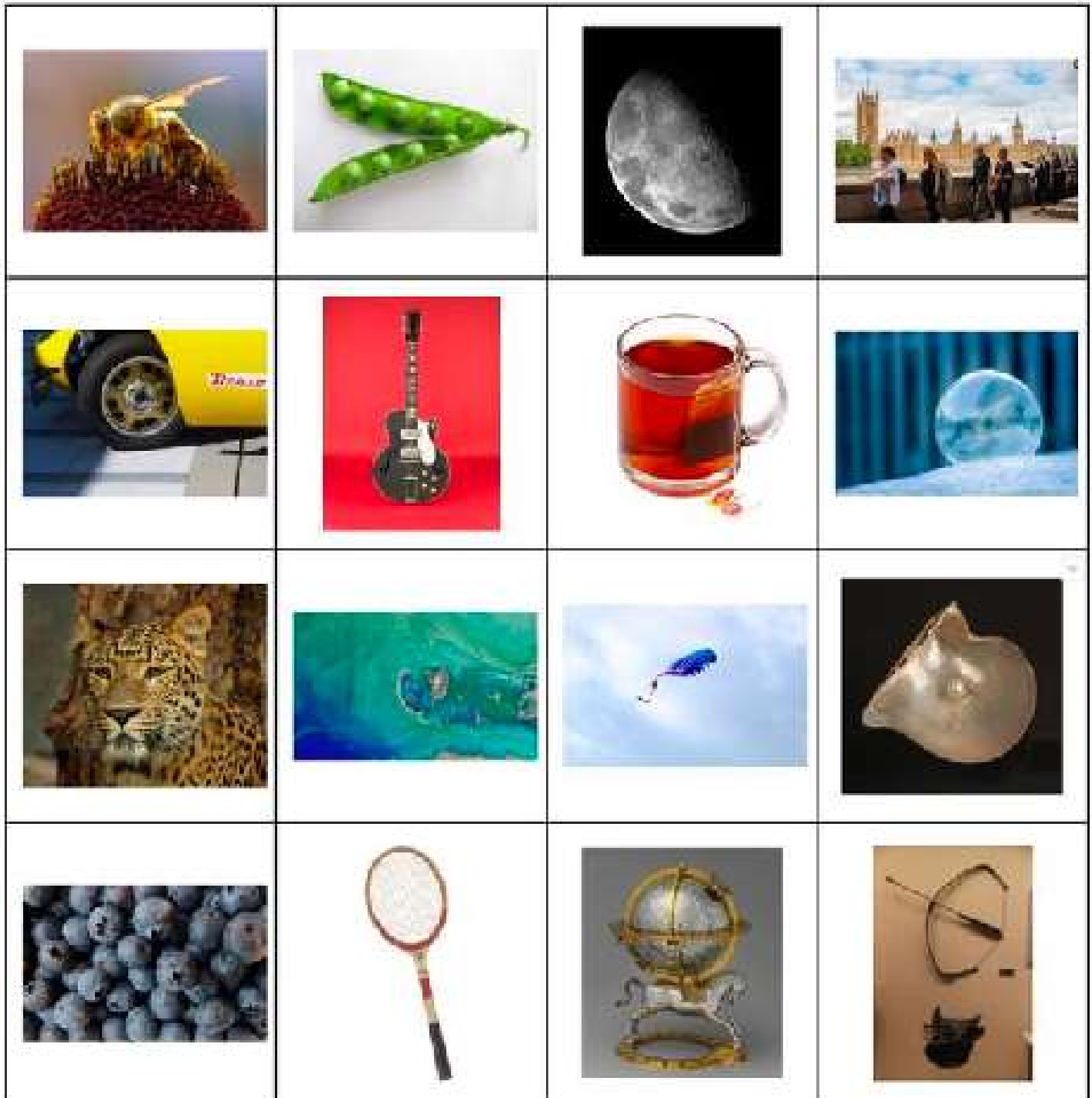


Chef Robert Irvine and Ed Manley



# FUN & GAMES

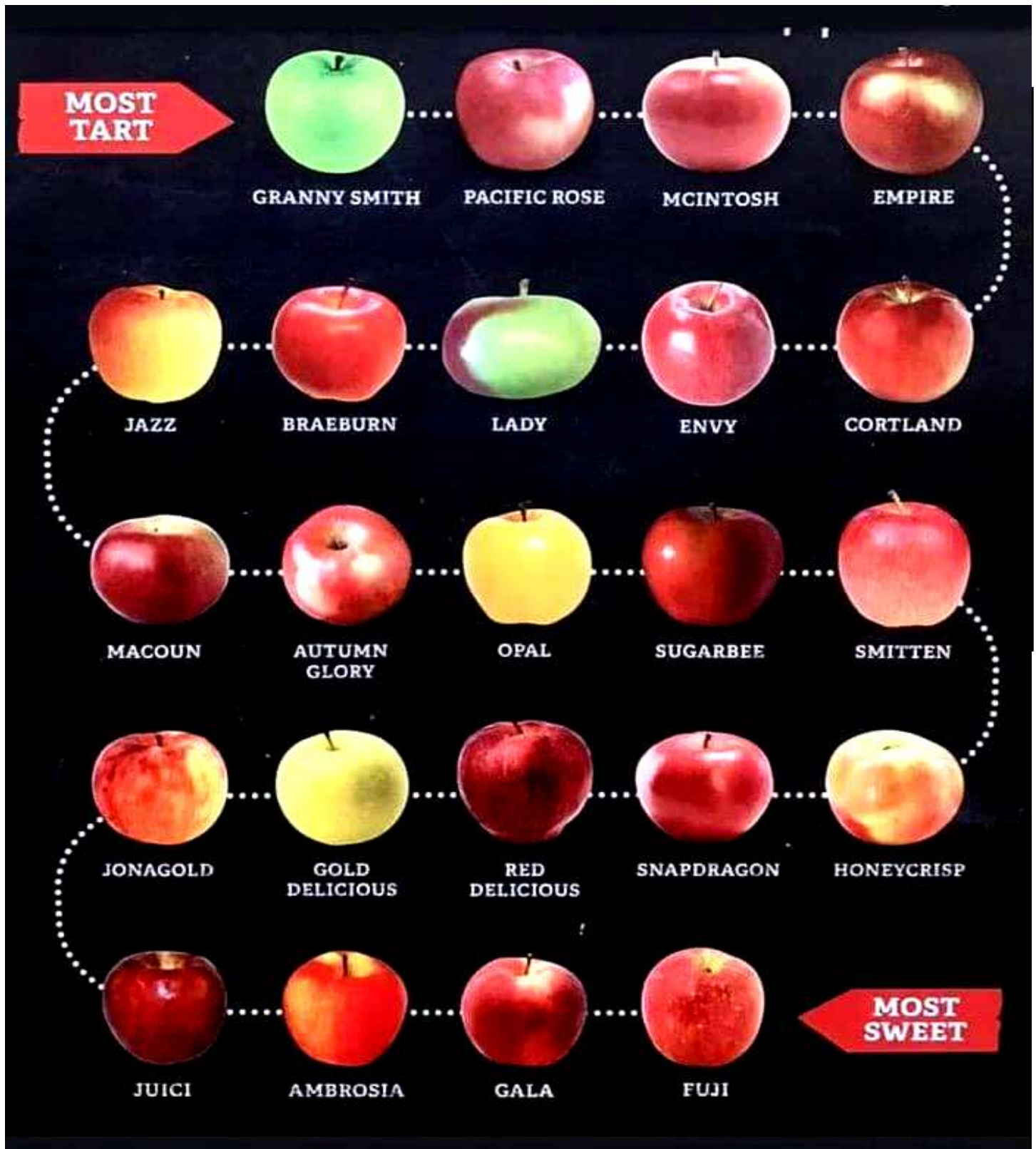
Below are 16 items. Your task is to divide the items into 4 groups of 4 that share a common link.  
(Thanks to Larry Brown!)



Answer on page 9

# ? Did ? You ? Know ?

**How SWEET it is, or Isn't**



# Recipe Box

## Fall Chopped Salad serves 8



1 small (1 1/2 pounds) butternut squash, peeled and cut into 1/2-inch dice (about 4 cups)  
2 cloves garlic, minced  
3 tablespoons extra-virgin olive oil, divided  
1/2 teaspoon salt, divided  
1/2 teaspoon ground pepper, divided  
2 tablespoons balsamic vinegar  
1 teaspoon maple syrup  
2 teaspoons Dijon mustard  
8 cups packed baby spinach, roughly chopped  
1 medium Honeycrisp apple, diced  
1/2 cup diced sharp Cheddar cheese  
1/2 cup toasted chopped pecans

Stir squash, garlic, 1 tablespoon oil, 1/4 teaspoon salt and 1/4 teaspoon pepper together in a large bowl. Spread on a large rimmed baking sheet and roast, stirring once, until tender, about 20 minutes. Meanwhile, whisk the remaining 2 tablespoons oil, vinegar, maple syrup, mustard and the remaining 1/4 teaspoon each salt and pepper in the large bowl. Add spinach, the roasted squash, apples, cheese and pecans. Toss to coat.

## Scallops with Radicchio-Apple Slaw serves 4



2 tablespoons extra-virgin olive oil  
2 tablespoons cider vinegar  
1 teaspoon Dijon mustard  
Pinch of salt plus 1/4 teaspoon, divided  
Ground pepper to taste  
2 medium Granny Smith apples, julienned  
2 cups thinly sliced radicchio  
1 pound dry scallops, muscle removed  
2 tablespoons canola oil

Whisk olive oil, vinegar and mustard in a large bowl. Season with a pinch of salt and pepper. Add apple and radicchio and toss to coat.

Thoroughly pat scallops dry, then sprinkle with the remaining 1/4 teaspoon salt. Heat canola oil in a large skillet over high heat. Add the scallops and cook until browned, 2 to 3 minutes per side. Serve with the slaw.



## 2023 IFSEA OFFICERS AND DIRECTORS

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Stan Gibson	Director	<a href="mailto:scgibson32@gmail.com">scgibson32@gmail.com</a>

Fun and games Answer.....

Things that are strung: bow & arrow, guitar, kite, tennis racket.

Things that can come after "snow": globe, leopard, pea, tire.

Things that sound like a letter of the alphabet: bee, queue, sea, tea.

Things that are natural spheres: blueberry, frozen water bubble, moon, pear

# RANdom STuff

