

THE DISH

No. 02 | Mid-Summer 2021

THE DISH:

Our team newsletter. It's little of this, a little of that. Got something worth dishing about?

Drop us a message at ideas@harlanfoods.com

EMPLOYEE SPOTLIGHT:

Throughput records are falling at Harlan! Even with staffing shortages, our teams are working together to overcome this challenge and post record manufacturing numbers. Well done Harlan teams!

DID YOU KNOW:

Harlan is launching a SAFE Workplace Simulation to ensure that every new employee is ready to be a valuable part of their team on day one.

COE & SAFE UPDATE:

The SAFE Program has a new tagline-*"SAFE Together As A Team"*. SAFE stands for Standards-Based, Accountability Driven, Food Excellence. The SAFE program roll-out begins with the pilot line, then expands to include the Workplace Simulation and Mentorship program. You can read about both of these programs in this issue of The Dish. SAFE continues with activation of AFP (Apprentice Food Professional) and CPF (Certified Food Professional) certifications. Finally, each facility that meets SAFE standards is awarded a COE (Center of Excellence) Certification.

WE ARE FOOD
PROFESSIONALS.™

WHAT'S NEW IN THE DISH

This issue is dedicated to what can happen when we work as a team! Soon, you will be seeing SAFE come to life under the tag line 'SAFE together as a team'. When we collaborate with a common goal and each other's well-being in mind, we can accomplish great things. This issue shines the light on a few examples of the power of teamwork.

EMPLOYEE SPOTLIGHT: AVON

Recently, Avon's Bake Line 3 set a VERY important performance milestone. Although this team has been short-handed, Bake Line 3 has set a new performance record of 93% throughput while also maintaining SAFE's Product On Hold, Quality and Days without Injury Goals. Bake Line 3 Avon began as the pilot line for SAFE. Bake Line 1 Avon joins Bake Line 3 on August 1st as part of the SAFE program expansion.



"Even with the current staffing shortage, this group of Food Professionals has really come together as a team under the SAFE program. They have demonstrated what is possible when we all work together toward a clear, common goal. They should be very proud."
-Dan Tucker, Avon Plant Manager

Members of the Avon Bake Line 3 Dough Team (Top)

Members of the Avon Bake Line 3 Bake Team (Middle)

Members of the Avon Bake Line 3 Pack Team (Bottom)



“Talent wins games, but teamwork and intelligence wins championships.”
-Michael Jordan

No. 02 | Mid-Summer. 2021

EMPLOYEE SPOTLIGHT: KENTVILLE

Our Apple Valley Pie Team in Kentville, Canada, set a new record of manufacturing 676,188 pies in a single week, breaking their previous performance record by 12,000 pies! **Wow!** The Apple Valley team beat the record at the same time they maintained their quality and waste goals. Way to go Apple Valley team!



For Harlan’s Apple Valley team, quality and taste is as important as safety and throughput.

DID YOU KNOW?

To help ensure that every new employee is properly trained and ready to become a Harlan Food Professional, Harlan has built the SAFE Workplace Simulation Center in Avon which launches on August 1st.

Versions of the Simulation will be made available to each facility as part of the SAFE program roll-out and will be designed to meet the unique needs of each facility.



SAFE Workplace Simulation window clings being installed in Avon.



Members of Avon’s Sanitation team helping get the SAFE Workplace Simulation Center ready.

CENTER OF EXCELLENCE & SAFE

On August 1st, Harlan is launching a Mentorship program as part of the SAFE initiative. This program pairs CFP (Certified Food Professionals) with new employees who have successfully completed the Workplace Simulation and are preparing for their AFP (Apprentice Food Professional) certification. Mentors help guide and educate up to 3 new employees for 3 months and are rewarded for each employee who successfully passes their AFP test. Our mentors help to ensure that together we are all SAFE.