

Facilitator Cheat Sheet

Leadership Ingredient Draw: Kitchen Items & Leadership Lessons

Kitchen Item	Leadership Lesson	Key Message
Recipe Card	Clear Expectations	Employees succeed when standards and procedures are clearly defined.
Wooden Spoon	Coaching	Great leaders guide, teach, and develop others consistently.
Timer	Accountability	Follow-through and timely feedback drive performance.
Thermometer	Performance Measurement	Monitor results and address issues before they escalate.
Measuring Cup	Consistency	Training should be standardized across all employees and shifts.
Chef Hat	Leadership Responsibility	Leaders set the tone and model expectations.
Kitchen Towel	Resilience	Mistakes happen; strong teams recover, adapt, and improve.
Apron	Preparation	Proper preparation builds confidence and readiness.
Cutting Board	Foundation	Strong training practices create a stable foundation for success.
Mixing Bowl	Collaboration	Different strengths combine to create one successful team.
Oven Mitt	Psychological Safety	Leaders protect and support employees during challenging situations.
Food Scale	Fairness & Standards	Expectations and evaluations should be objective and equitable.
Rolling Pin	Adaptability	Leaders adjust their approach to meet changing needs.
Kitchen Ticket	Communication	Clear instructions reduce confusion and errors.
Spatula	Flexibility	Effective leaders pivot and adjust when necessary.
Colander	Critical Thinking	Filter information and focus on what matters most.
Whisk	Teamwork	Blend diverse talents and personalities into one cohesive unit.

Kitchen Item	Leadership Lesson	Key Message
Serving Tray	Customer Focus	Every action should support an excellent guest experience.
Sharp Knife	Precision	Attention to detail improves quality and performance.
Prep Table	Planning	Success begins long before service starts.

Facilitator Reminder

If participants provide a different leadership interpretation than those listed above, encourage it! There are no wrong answers if they can explain the connection and relate it to training, leadership, or team performance.

Closing Transition

Remember: Training is leadership work. Clear expectations, consistent coaching, and strong communication transform recipes into results.