

# T.E.A.M. HUDDLE CARDS



T.E.A.M. huddle cards are designed to help you engage kitchen and hospitality staff in addressing food waste effectively.



## **TALKING POINTS**

Equip staff with statistics and talking points to discuss food waste with guests.



## **EMPOWERMENT**

Empower staff with knowledge and skills to think innovatively and outsmart food waste together.



## **ACTIVITIES**

Engage staff in activities that promote teamwork, foster collaboration, and build camaraderie in meetings, huddles, and outings.



## **MEASURABLE GOALS**

Encourage setting measurable goals for food waste reduction, with tracking resources available at [www.hotelkitchen.com](http://www.hotelkitchen.com).



# FOOD WASTE TRIVIA

**Here are three eye-opening facts that will transform your team's perspective on food waste.**

**Q:** Ever wondered what percentage of food percentage of food produced worldwide goes uneaten? Is it 10%, 25%, 40%, or 60%?

**A:** Humans waste nearly 40% of all food produced. That's like preparing three elaborate meals and then tossing one straight in the trash! Meanwhile, at least 815 million people across the world go hungry every day. If we ate all the food we currently waste, we could feed every hungry person in the world four times over.

**STAFF REFLECTION:** Where do we think the most food waste happens in our kitchen? (Get staff ideas, each kitchen may have its own right answer.)

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**Q:** Who can guess how much money is lost each year due to food going to waste worldwide?

**A:** Around \$990 billion. That's more than the GDP of 184 countries combined! Food waste costs can account for 28% to 35% of a restaurant's operating budget. Businesses that invest in food waste reduction efforts see as much as 6x return on investment for every \$1 spent to reduce food waste.

**STAFF REFLECTION:** For a kitchen of our size, what could we do with that much additional money?

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**Q:** What food item is most commonly wasted in the US?

**A:** Bread - to the tune of 240 million slices vanishing into thin air every year! Picture this, it's enough bread to fill up roughly 1.5 million cubic feet of space. That's the size of the Statue of Liberty.

**STAFF REFLECTION:** What are some obvious—and not so obvious—ways to reuse or repurpose leftover bread? (Get staff ideas, have someone take notes, greenlight good ideas).



# OUR KITCHEN'S FOOD WASTE PHILOSOPHY

**Prior to introducing food waste initiatives with your team, reflect on these questions that draw a connection between your kitchen's food waste actions with your companies commitment to making positive impact.**



**DEFINING OUR FOOD PHILOSOPHY:** In your own words, what do you think defines your team's Food Philosophy? How does this tie to the company's corporate responsibility and sustainability strategy?



**GETTING LOCAL:** What specific goals and strategies can be employed to tackle food waste in your kitchen? What about extending these efforts into your local community?



**TAKING STOCK:** Reflect on the steps your kitchen has taken so far to tackle food waste. What's been the most surprising and rewarding outcome of food waste reduction efforts? The most challenging? Share this insight with teams.



**BENEFITS FOR OUR TEAM:** Explore what's in it for staff as individuals and as a team. How does the team's collective effort in reducing food waste benefit your kitchen?

*Your passion and commitment can drive positive change in our kitchen, and we're excited to see what you can achieve!*



# TABLE TALK: ENGAGING OUR GUESTS

**It's a common misperception among staff that guests will get upset or question your motives if you bring up the subject of food waste. Rehearse these questions with staff to equip them with knowledge to talk about food waste head-on!**

**BE PREPARED FOR THEIR QUESTIONS:** Team, let's brainstorm the potential questions or concerns that guests might have about food waste in our restaurant. What do you think they might ask? How can we respond with confidence and informative answers?



**BE POSITIVE:** When interacting with guests, it's important to keep a positive tone. How can we frame our responses to encourage their participation in food waste reduction? Does anyone have a story to share about our guests in regards to food waste?

**UTILIZE SOCIAL INFLUENCE:** Guests generally feel more motivated to take action if they know they're part of a larger effort. What are some ideas to make guests feel that they're part of something bigger by helping reduce food waste?





# TALKING BENEFITS

**Knowing your audience and what they care about can help you engage in more meaningful conversations.**

## **HOW FIGHTING FOOD WASTE BENEFITS STAFF**

- It's gratifying to know that the delicious food we put our hearts into creating doesn't go to waste.
- Employees, especially Gen Zs, are “looking for meaning” in their work, and reducing food waste is a compelling cause that helps them make real, positive impact.

## **HOW IT BENEFITS THE COMPANY**

- Tackling food waste provides a chance to trim food costs, often comprising up to 35% of a typical restaurant's budget.
- Taking active steps toward sustainability shows we're in alignment with the value of our customers and a growing demographic that prefers to support eco-friendly businesses.

## **HOW IT BENEFITS THE WIDER WORLD AS A WHOLE**

- Less food waste translates to more nourishment for those in need.
- Food waste drains a significant portion of global energy resources, from planting to transportation.
- Reducing food waste is a win for the environment, too. Global food waste contributes to 10% of global greenhouse gas emissions – equivalent to nearly twice the emissions produced by all the cars driven in the US and Europe in a year.

*Reference page 35 of this toolkit, which targets different audiences with talking points about the benefits of reducing food waste.*



# UPSKILL SESSIONS

**One of the best ways to reduce food waste in the kitchen is through improving skills and building new ones. If you had to pick one of these to set up in the next few weeks, which would it be?**

**KNIFE SKILLS WORKSHOP:** Hone your team's knife skills for efficient cutting, chopping, and peeling to minimize kitchen waste. These practical skills apply both at work and home.



**THE PICKLING CRAFT:** Explore pickling techniques that transform leftover vegetables into flavorful sides and garnishes. This sustainable skill adds creativity and beauty to your culinary toolbox.

**SEASONAL COOKING:** Harness the flavors of nature using seasonal ingredients and local/regional producers. Share their stories with guests.



**ART OF THE PLATE:** Teach teams how to create visually stunning plates and buffet displays. This showcases to guests how you are prioritizing quality dining while minimizing excess.

*Consider how your kitchen might deputize talented team members to inspire staff with fresh knowledge and expertise.*



# BUILD A FOOD WASTE TASK FORCE

**Empower your team's to drive change. Does a team member have an idea to reduce food waste? Encourage them to pitch it to your team and form a group to get started. Show you're here to support their ideas and initiatives.**



**PITCH YOUR IDEA:** Invite teams to share food waste reduction ideas with the broader team. Think about how it can involve both staff and guests.



**FORM A TEAM:** If an idea gains traction, gather a group of likeminded colleagues who are passionate about the cause, and can lend a hand.



**GET RESOURCES:** If the initiative requires additional resources or support, discuss how the idea can move forward. Show how leadership is here to help.



**TAKE ACTION:** Implement the idea, track its impact, and have them share their progress with you and the team.



**SHARE SUCCESS:** Report back to the team on their outcomes and share the successes and challenges they encountered along the way.

*Your team's passion and commitment can drive positive change in the kitchen, and the world. We're excited to see what you can achieve!*



# KITCHEN SCAVENGER HUNT

**SET UP:** Divide staff into small teams, ensuring a mix of roles in each to bring diverse perspectives (e.g., a chef, a server, a manager). Each team is given a list of 5 categories related to food waste (e.g., "Storage", "Preparation", "Cooking", "Leftovers", "Supplier Packaging"). Under each category, teams must find or devise a solution that reduces waste, documenting it with photos, notes, or small physical items.

**THE HUNT:** Teams navigate through the space (kitchen, storage, dining area, etc.) to explore and find solutions for the categories. The hunt is time-bound to keep the energy high and encourage quick, innovative thinking. We recommend 5 minutes per category.



**SHARE & LEARN:** At the end, teams gather to share their findings. Challenges and solutions are discussed, and the most innovative or impactful ones can be voted for and rewarded with a team prize.

**IMPLEMENT & REWARD:** Consider implementing viable solutions in the actual work environment.







# SUSTAINABILITY SAFARI

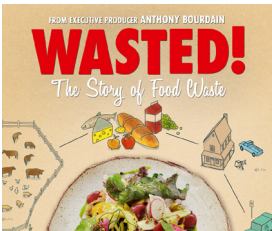
Here are some activity ideas to deepen your team's understanding of food waste reduction. Real-world experiences offer hands-on learning opportunities, foster teamwork, and inspire action within and beyond the workplace.



**FARM FIELD TRIP:** Explore a local farm to understand sustainable farming practices and connect with the origins of our ingredients.



**FOOD BANK ADVENTURE:** Volunteer at a food bank to rescue surplus produce, directly helping families in need in our community.



**DOCUMENTARY MOVIE NIGHT:** Host screenings of documentaries related to food waste and sustainability, such as *Wasted! The Story of Food Waste*, *Just Eat it! A Food Waste Story*, or *A Place At The Table*.



# FOOD WASTE AWARENESS WEEK

Engage staff with five days of distinct food waste prevention themes.

**M**

**MINDFUL MONDAY:** Focus on portion control and reducing plate waste. Encourage staff to educate customers about portion sizes and offer smaller serving options (if accessible).

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**T**

**TOUR TUESDAY:** Have the culinary staff showcase sustainable practices in the kitchen. Introduce or highlight recycling initiatives.

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**W**

**WASTELESS WEDNESDAY:** Hold a recipe contest encouraging staff to create innovative dishes using kitchen scraps or leftovers. Choose one of these recipes to serve as a team meal or even to your guests!

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**T**

**THOUGHTFUL THURSDAY:** Educate staff on the environmental and social impacts of food waste. Discuss how reducing waste aligns with the restaurant's sustainability goals.

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**F**

**FOOD DONATION FRIDAY:** Explore food donation programs for giving surplus food to local organizations!

*Food Waste Awareness Week can be introduced any time of the year to engage restaurant and food service staff in reducing food waste.*



# FOOD WASTE AWARENESS WEEK

Choose your own adventure with a unique theme for each day throughout the week.

**ZERO WASTE HERO DAY:** Recognize and reward staff for waste reduction efforts with incentives or certificates. Share success stories to showcase their positive impact.

**COMPOST AWARENESS DAY:** Educate staff on composting benefits and implementation, and set up composting stations to encourage sustainable practices.

**SUPPLIER SUSTAINABILITY DAY:** Collaborate with suppliers for sustainable sourcing and packaging. Highlight partners dedicated to reducing environmental impact.

**MEASUREMENT MANIA:** Launch a friendly staff or department competition to track and reduce food waste, utilizing a monitoring system for weekly progress.

**GREEN MENU FEATURES:** Introduce a "green" menu featuring ingredients that might go to waste, and highlight these dishes during the Food Waste Awareness Week promotion.

*Tailor these ideas to fit your food establishment's culture and dynamics, aiming to create a positive and impactful campaign that will inspire lasting change in food waste practices.*



# NOT IN OUR HOUSE PLEDGE

**Encourage team members to pledge support and dedication to the cause.**

**INTRODUCE THE PLEDGE POSTER:** During a team huddle introduce the "Not In Our House" staff poster. Emphasize its significance as a visual representation of your team's collective commitment to reducing food waste.



**SIGN THE PLEDGE:** Pass out markers or pens and encourage team members to add their signature to the poster as a symbol of their personal commitment.

**SHARE INDIVIDUAL GOALS:** Invite staff to share their personal food waste goals. Whether it's minimizing plate waste, practicing mindful purchasing, or participating in waste reduction at home, everyone's efforts count.



**DISPLAY AND CELEBRATE:** Proudly display the pledge poster in a prominent location within your workplace. Take a moment to celebrate your team's commitment and unity in addressing food waste.



# THE AUDIT CHALLENGE

**Are you ready to cut your food waste? Begin by measuring, as it's an excellent starting point. Remember, this is a team effort. Here's how you can get started together:**



**DEVELOP GOALS:** Establish goals for the audit, including identifying types of food waste, determining the main driver, pinpointing the largest volume, and identifying the most wasted food item.



**GATHER MATERIALS:** Assemble materials such as a large sorting table, buckets for categories, a scale, gloves, and clothes that can get dirty.



**FOOD SORT WASTE:** Categorize food waste per goals, like plate waste and spoiled food. Share duties—stewards, servers, and dishwashers measure plate waste; chefs and line cooks manage food scraps and spoiled inventory.



**WEIGH AND RECORD:** Categorize and weigh waste, noting reasons with detailed notes and photos. Consider guest surveys for insights. Use Bin Tracker for efficient measurement or explore technology from recommended providers.



**ANALYZE AND CHANGE:** Utilize recorded results to analyze SOPs and stages of food flow, updating procedures to minimize overproduction.

*If you need more guidance on this, please reach out to the team at WWF for support!*



# DONATION & DIVERSION

**After identifying your food waste patterns, you may discover that some waste is unavoidable. Therefore, it is crucial to establish donation and diversion programs.**



**DONATION:** For every pound of edible food leftover, there are plenty of stomachs who need it! Here's how you can create a donation program!

- Designate a donation lead at your property.
- Identify a trusted and experienced food recovery community partner.
- Develop standard operating procedures for handling food set for donation.
- Inform and train staff on new procedures.
- Gather data and develop a performance report.
- Form a donation alliance with other businesses in your immediate area (optional).



**DIVERSION:** We want to do our best to make sure our food waste goes anywhere but the landfill! This is how you can make it happen:

- Understand your local regulations and waste disposal requirements.
- Evaluate local options for diversion based on property needs - this includes composting, anaerobic digestion, etc.
- Familiarize yourself with any new technology or processes.
- Gather data.