

DIRECTORS SCOOP

●● We're living more & more in a knowledge economy where people's knowledge & ideas are what add value to an organisation. It's why it's so important to hear what our employees think, see & feel - yet in some companies up to 50% of personnel don't feel safe enough to speak up. Research has established that what differentiates a great team from a not so great team is psychological safety & where there is a feeling that there isn't the freedom to

●● speak openly & honestly, we are losing enormous value & likely missing game changing ideas or even early warning signs of a threat. Creating psychological safety as a leader is achieved through being humble & asking employees "what am I doing as a leader that made it difficult for you to come to me with what you see, think and feel?". I intend starting the New Year with that conversation & openly seek input. ●● Alison Frith - Managing Director

FOODOLOGY®

Sourcing, cooking & serving the best fresh food for our customers that is nutritionally led & chef inspired!

All hands on deck at Artizian! - As is usual at this time of year, all Head Office Team Players "volunteer" to support as many sites as is humanly possible & naturally we're only too willing to support our hard working teams at this exceptionally busy time of the year. Here is Roy McGranaghan (Operations & Business Support Manager) at one of our sites demonstrating his "Jazz Hands" approach to customer service. "I thoroughly enjoyed getting back to the floor & serving our customers (even though I was the slowest) with the team that delivers exceptional service day in day out" said Roy. Here's to a Happy & Prosperous 2019!



Rob Kurz
Foodologist®

CURRY BAR



Signature

Our signature curry is a perfect blend of our finest ingredients & the knowledge our chefs received whilst being taught 'authentic recipes' by Cyrus Todiwala from the world renowned Café Spice.

★ of the month
a selection of
Colourful Curries

taste
of Winter
#Cosy
#Foodology

Cruciferous Vegetables

NUTRITIONAL REASONS TO BUY:

- Provide more essential nutrients (Vitamins A, C & folic acid) than many other vegetables
- Helps lower cholesterol
- Contain glucosinolates that help support liver health

NUTRITION KNOW HOW:

- STEAM** to retain 2 x the antioxidants, compared to boiling
- ADD** olive oil to help nutrient absorption
- FERMENT** for gut boosting benefits



ONE PORTION
OF YOUR
FIVE A DAY
80g

PICKLED BROCCOLI STEMS

Ingredients

- 4 Broccoli stems

Pickle Base

- 500ml white wine vinegar
- 70g salt
- 50g sugar

Additions

- 9 cloves garlic
- 3-4 bay leaf
- 2 tbs mustard seeds
- ½ tsp chilli flakes
- 10 sprigs of dill or fennel tops

Method

- Peel stems to remove the tough outer skin & thinly slice, either across or lengthways, it's up to you.
- Bring all the remaining ingredients to a simmer for 2 minutes.
- Tightly pack the stems into clean Kilner jars & fill up to the top with the pickling juice
- Place the lids on tightly & allow to cool before placing in the fridge

If you can't wait, they are good to go after 1 day, but taste best after 3. This is a great way to use up a part of the broccoli that usually goes in the bin. Rivals any gherkin on your platter. Try experimenting with different additions to find your perfect pickle & tweet @artiziancaters with your winning combo!





DID YOU KNOW?

Plant-based food & veganism, the free-from movement & booze-free beverages were identified as the top three trends which impacted food & drink businesses in 2018, according to research by The International Food & Drink Event (IFE). The research also revealed that:

- Gut-friendly foods (fermented foods)
- Plant-based eating
- Sustainable packaging (clearer labelling)
- Food with good fats (omega 3),
- Stress-relieving foods (vitamised juices & drinks)
- Sugar-free

.....will be the most prominent, **NEW** trends in 2019.

All of this clearly demonstrates the influence of consumers' growing interest in health & wellbeing & as Head of Nutrition & Wellbeing, it is my job to make sure Artizian remains 'on trend', so here's a pre-view of just a few of the trends we will be focusing on in the coming year.

GUT HEALTH

2018 saw the rise of 'good for the gut' fermented foods with products like kombucha & kimchi becoming extremely popular. This looks to continue in 2019 with the further consumption of kefir - a cultured, fermented milk drink & other fermented products.

Look out for our **NUTRITION BITES LIVE EVENT** on **GUT HEALTH** in January & February, where you'll be able to try some of these new products & our own Mood Food products that support gut health. Click here for further information: [Gut Health Guide](http://ow.ly/BWrS30n2UeU) (<http://ow.ly/BWrS30n2UeU>)

PLANT BASED EATING & FLEXITARIANISM

'More than a quarter of all evening meals in the UK are vegan or vegetarian' - Kantar Worldpanel.

This way of eating is now less of a trend & more of a new way of life. 2018 saw the rise of consumers following a flexitarian diet, & 2019 will see this develop further. We have already seen the purchasing behaviours of customers changing as they become more

devoted to plant-based diets & our Plant Power campaign of 2018 will continue in 2019 with a whole new range of plant-based products & items on our menus. This isn't about 'becoming a vegetarian' but rather about eating more fruit & veg for health reasons. Lots of our **MOOD FOOD** New Product Development features alternative proteins such as beans, pulses, lentils, tempeh, seitan, textured vegetable protein & jackfruit.

PURE & SIMPLE

'64% of GB consumers agree that they would be interested in food labelling that clearly displays whether a food is healthy or not', & our customers are asking for this too. That's why we are currently working on launching a new labelling system that will give our customers clear nutritional information, including allergens. We plan to use the traffic light system on packaged food made on site, that will make it clearer for customers to see what item is nutritionally balanced & suited to their dietary needs.

Catherine Attfield
Head of Nutrition & Wellbeing



OUR PEOPLE ARE OUR BEST INGREDIENTS

November People's Champion Winner - Janice

Over the last two months Janice has had some personal family issues that has needed her to be off site throughout the day with often long hours being spent at hospital. Janice though did not allow this to affect her support & work at site. She came in at different times to get her work tasks completed to ensure the smooth running of the admin office, as well as closing weekly accounts & month end on time. Janice ensured the site met all the deadlines for Head office, coming back to assist with the month end close (when under severe emotional pressure herself) & ensured everything was submitted on time. As a busy site Janice knows the pressures faced by the team & often came in in the early hours (sometimes 4am) to empty loaders/count cash/reconcile tills figures & carry out the full Saffron accounting so that she could then still be by home late morning to support her family in hospital. Janice has shown great 'team spirit' & never allowed her own personal stress & pressures to interfere with her work. She has had such a positive outlook throughout the last two months & is a shining example to the rest of the team.



November Extra Mile Winner - Chris

As a Catering Manager the last thing you want to hear on a Monday Morning are the words 'I regret to tell you that the kitchen is closed due to a catastrophic flood'. This however was the words that greeted Chris on an early morning email he received from the sites Facilities Manager. Many others, in these circumstances, would have been over-awed by the size of the task that confronted them as they turned up at site. There had been a massive flood overnight that affected the whole of the catering area & prevented personnel from even accessing the site for the whole of that day. Chris sprang into action & immediately started to deal with the task in hand of 'sorting out' the damaged kitchen/service area as well as thinking about how they could provide a service to the site for the remainder of the time the proper facilities were closed. This involved changing deliveries & team duties & most importantly securing a temporary area to set up a food service & then also organising refrigeration/coffee machines & service equipment with quick delivery, so they could keep the on-site team fed & watered. Due to hard work, a temporary offering was up & running within 48 hours of the flood being found & a fuller offering up & running within another 48 hours. The client, on site, said it all when she reported her delight at Chris's efforts by saying "Chris really was a star yesterday & kept smiling no matter what, he definitely went above & beyond!"



CSR

Cling Film - What is the problem - More than 1.2 billion meters, equating to 745,00 miles of cling film is used by households across Britain every year, enough to go around the circumference of the world 30 times. Cling film is difficult to recycle & information about where specific types of cling film can be recycled is hard to find, meaning the majority ends up in landfill where it takes hundreds of years to degrade & risks leaching chemicals into groundwater. Cling film is made by melting nurdles (tiny plastic pellets) & mixed with additives which make it stretchy. Nurdles small size & the transportation handling methods used mean millions of these pellets are spilled in factories every year and are washed into the drainage system & then carried out to sea. Nurdles resemble fish eggs so are frequently eaten by marine creatures & birds with harmful consequences. The plastic remains in their stomachs & toxins enter the food chain. [See: https://www.nurdlehunt.org.uk/whats-the-problem.html](https://www.nurdlehunt.org.uk/whats-the-problem.html)

Alternatives to cling film consist of natural beeswax wraps and plastic Tupperware containers that have a lid. - **LITTLE CHANGES** can make a **BIG DIFFERENCE** to our planet.

Follow us!



www.artizian.co.uk



@Artizian_01



@ArtizianCaters



Artizian Catering Limited

