

# **Leadership in the Kitchen**

Moving Towards a Culture of Ongoing Learning

## **MassTERI**

**Massachusetts Training, Evaluation Research Initiative**

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# Agenda

- MassTERI: Massachusetts Training, Evaluation Research Initiative
- Leadership in the Kitchen
- Moving towards a Culture of Ongoing Learning



## MassTERI: Massachusetts Training, Evaluation Research Initiative

**Purpose: To contribute to the mastery of skills and workplace competencies of schools nutrition personnel by providing evidence-based training, evaluation and research.**

# **Our Approach: Based on Evidence and Life Experience**

- Participatory
- Learner Centered
- Based on Research and Life Experience  
(combine theory and practice)



# Leadership and Learning

What is the link between Leadership and Learning in the Kitchen?

- Leaders implement change
- Change requires learning
- Leaders facilitate learning



# Basic Needs



- Safe Learning Environment
- Experience is Valued
- Feeling Heard
- Learners at the Center

# Different Staff, Different Needs



- Current Knowledge
- Abilities
- More or Less Support
- Diverse Skill Sets
- Context of Kitchen



# Conflict and Resistance



- Not New
- Resistance to Change
- Take Initiative
- S.O.S.

# Culture



- Out of Your Reach
  - Policy Change
  - Budget & Resources
- Within Your Reach
  - Safe Learning Environment
  - Effective Communication
  - Healthy Relationships
  - Managing Conflict

# Towards a Culture of Ongoing Learning

- Who are Adult Learners?
  - ✓ Adult Learning Principles
  - ✓ Learning Styles



# Adult Learning Principles: True or False?

Adult learners tend to be self directed and autonomous.

**TRUE**

# Adult Learning Principles: True or False?

Adult learners tend to draw on their own knowledge and life experience.

**TRUE**

# Adult Learning Principles: True or False?

Adult learning should be goal oriented and relevant.

**TRUE**

# Adult Learning Principles: True or False?

Adult learning should be practical and applicable.

**TRUE**

# Adult Learning Principles: True or False?

Adult learning should be collaborative.

**TRUE**



# Learning Styles

What is your Learning Style and how does it impact your approach to training?

# Learning Styles

- Case studies and discussions about theories and research. Reading. Independent activities.
- Demonstrations, slides and videos.
- Hands-on activities, simulations.
- Role playing and other experiential and group activities.

# Learning Styles

- Case studies and discussions about theories and research. Reading. Independent activities.

**THINKER:** Learn best with abstract concepts and lectures

- Demonstrations, slides and videos.

**OBSERVER:** Learn best while observing others and through visual means.

# Learning Styles

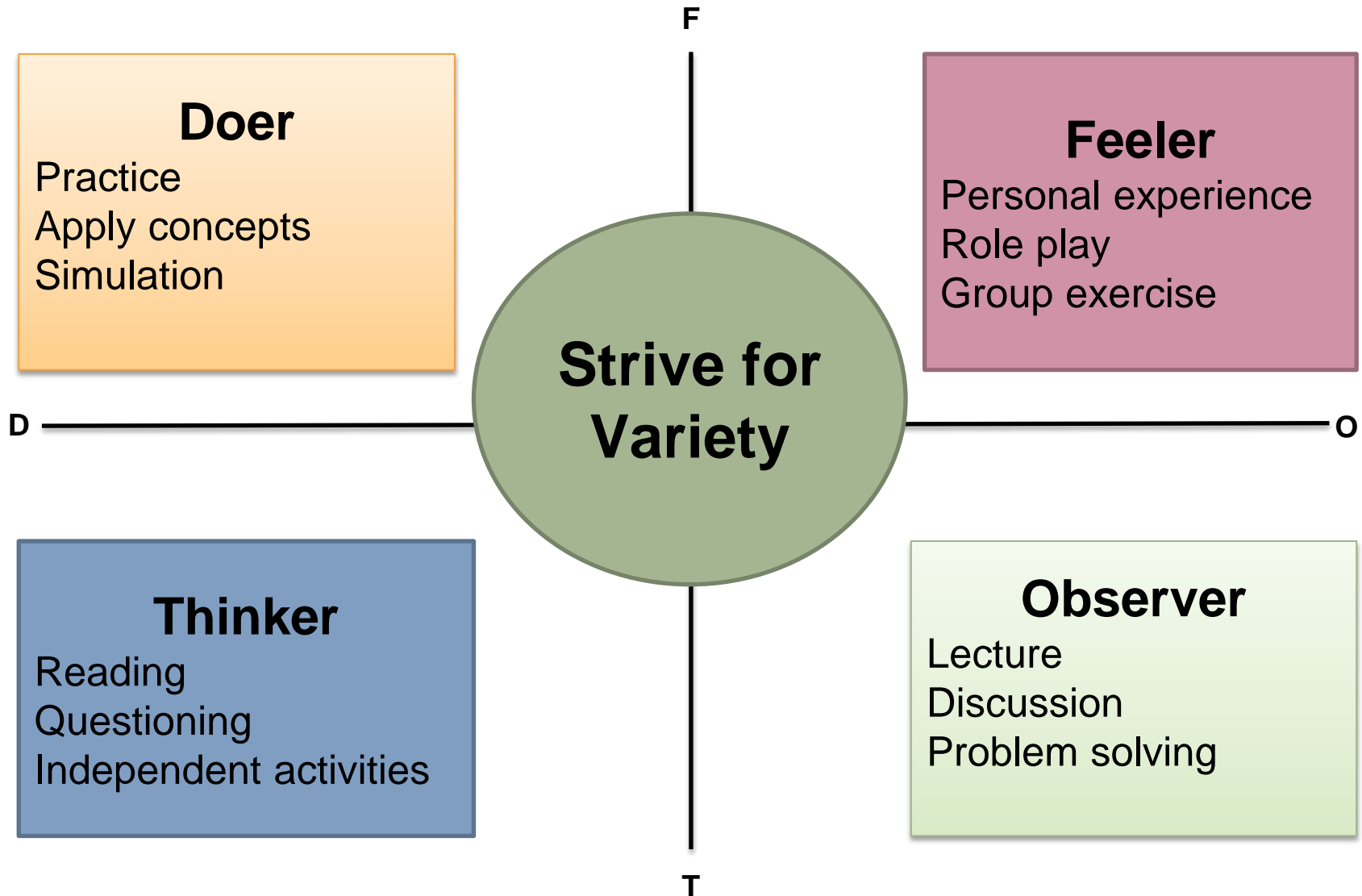
- Hands-on activities, simulations.

DOER: Learn best applying concepts.

- Role playing and other experiential and group activities.

FEELER: Learn best from personal experience.

# Learning Styles



# Applying Learning Styles in the Kitchen

## Policy Case Study: Portion Control

What is your gut reaction?

Feeler: Relate new policy to old policy.

Observer: Group discussion on day-to-day impact.

Thinker: Reading the policy and charting the new.

Doer: Practice making the new portions.

# Summarizing

- MassTERI: Massachusetts Training, Evaluation Research Initiative
- Leadership in the Kitchen
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***THANK YOU!***