

**MOVING FORWARD: BACON,
COVID-19, AND LUBY'S**

BY DANNY MACK MDIV., CDP



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BEECH-NUT BACON is the choicest parts of the most perfectly cured bacon, packed in glass jars, without a suspicion of preservative, air-tight and hermetically sealed so as to keep its original appetizing flavor and daintiness indefinitely. You will feel that you have never really tasted bacon until you have tasted

Beech - Nut Sliced Bacon



Use it to give flavor to chops, steaks, mushrooms, scallops, liver and other dishes. Use it for outings, camps, summer cottages, yachts and bungalows. Use it as plain bacon, with eggs or without. It is the most delicious bacon you ever tasted.

It comes in most convenient form, ready sliced in slices of uniform size. No time is lost in its preparation.

Instantly Ready and Always Good

Mrs. Janet MacKenzie Hill, Editor of the *Boston Cooking School Magazine*, has prepared a number of recipes showing the great possibilities of the use of Beech-Nut Bacon in cooking. This little book, entitled "Beech-Nut Bacon and Other Good Things," will be sent free on receipt of the name of your grocer. The dishes to be made are shown in nine colors.

BEECH-NUT PACKING COMPANY
Canastota, N. Y.

Any one who cannot obtain Beech-Nut products easily at her nearest grocery store, by sending three dollars, receives an assortment of the bacon, beef and conserves, express prepaid, to any place east of the Mississippi and north of Richmond.

When you write advertisers, please mention *THE BOSTON COOKING SCHOOL MAGAZINE*.

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A collection of vintage navigational instruments is arranged on an antique map. In the foreground, a brass telescope lies horizontally. To its right, a brass lantern with a glass chimney stands upright. Further right, a brass compass with a white face and black markings is open. A sextant with a wooden frame and a brass arc is partially visible on the right. A globe is also present, showing a portion of the world's map. The background is a detailed antique map with various geographical features and text. The overall scene is lit with a warm, golden light, creating a sense of history and exploration.

THE OLD WORLD



FREDRICK TAYLOR

- The Principles of Scientific Management

1911

Voted the most influential management book in
the twentieth century

-The Academy of
Management

WHAT IS TAYLORISM

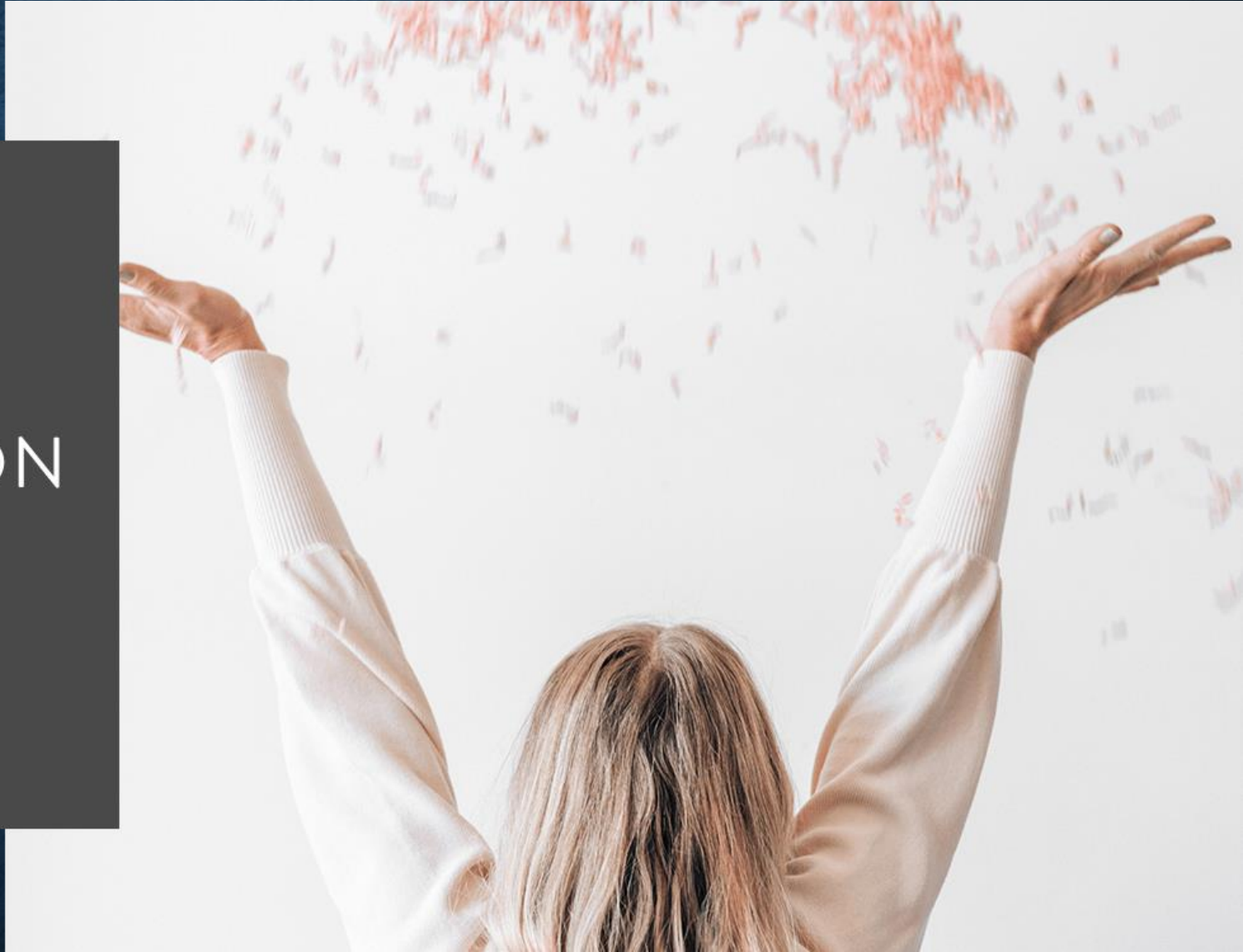
- Replaces common sense
- Management drives workers to ultimate efficiency
- Upper management provides decisions with little or no input from individual workers
- Management separate from employees
- Employee work is formula based

A monochromatic, blue-tinted image of a globe. A white surgical mask is placed over the front of the globe, covering the continents. Two hands wearing white gloves are visible, one on the left and one on the right, holding the globe. The text 'THE UNWORLD' is centered over the mask in a bold, white, serif font.

THE UNWORLD



THE GREAT RESIGNATION



A blurred background image showing a group of people, likely a choir or a community group, holding hands in a circle. The image is out of focus, with colors ranging from dark blues to bright yellows and reds.

JULY:

360,000 Texans resigned

AUGUST:

379,000 Texans resigned

**THERE ARE 10 MILLION JOBS THAT
EMPLOYERS CAN'T FILL**

- Wall Street Journal, 2021

THE THREE BIG QUESTIONS

- Who Am I
- Why am I here
- Where am I going



**QUITTING
BACKLOG FROM
2020**

- ❑ Lowest number of resignations recorded in the past several years
- ❑ Backlog of people who wanted to leave their jobs in 2020 but didn't
- ❑ Anthony Clots - Mays School of Business at Texas A&M

PREFER TO WORK FROM HOME

- People would rather quit than return to the office
- Don't want to commute
- Working from home does actually save the employee money

Anthony Clots - Mays School of Business at Texas A&M

EMPLOYEE BURNOUT

- Mental Health
- Work Life Balance
- Feeling completely overwhelmed

Anthony Clots - Mays School of Business at Texas A&M

PANDEMIC EPIPHANIES

- ▣ They don't want to get the COVID vaccine
- ▣ Work isn't as central to them after the pandemic
- ▣ People discovered they can successfully work from home

Anthony Clots - Mays School of Business at Texas A&M



BIAS TOWARD OLD WORLD PARADIGMS

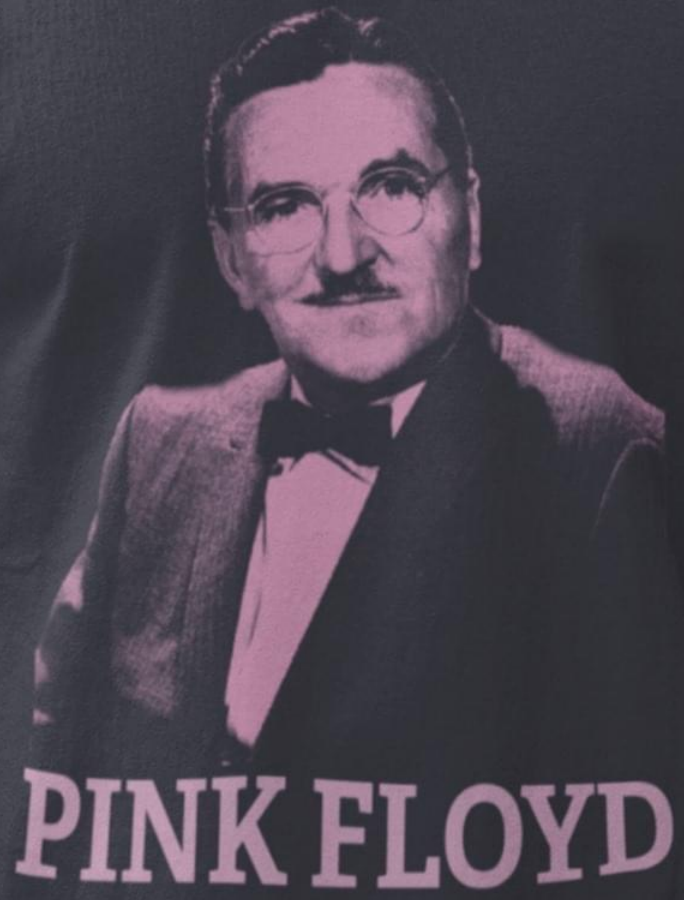
- Deep investment in success produces fear of change.
- Perceive changes as a threat to the margin.
- The sense that I have everything to lose.
- Peer pressure prevents embracing innovation
- It is stressful, maybe apocalyptic!



**The old style of leadership
is dead. Life after COVID-19
will require new kinds of
leaders**

After a year of massive change, leaders need to rest, regroup and change course.

- Dallas Morning News



PINK FLOYD

A high-angle, wide shot of a surfer riding a massive, curling wave. The surfer is positioned in the lower-left quadrant of the frame, leaning into the wave's face. The wave is a deep, dark blue-green color, with a thick, white, foamy crest that is breaking over the surfer. The background is a clear, bright blue sky. The overall scene is dynamic and captures the power of the ocean.

THE NEW WORLD

SONIC
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SONIC America's Drive-In

NOW HIRING

Your Order

Corn Dog	\$1.69
Chicken Slinger	\$2.99
2 Large Diet Coke	\$4.98

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THREE FORCES FOR INTERNAL MOTIVATION

- **AUTONOMY** – the desire to direct our own lives
- **MASTERY** – the desire to be better and develop ourselves
- **PURPOSE** – to be apart of something bigger than ourselves
 - Drive by Daniel Pink

If we want people to fully show up, to bring their whole selves including their unarmored, whole hearts—so that we can innovate, solve problems, and serve people—we have to be vigilant about creating a culture in which people feel safe, seen, heard, and respected.

Daring to Lead, Brene Brown

WHAT BUSINESSES ARE DOING

- Allow employees to drop off and pick up children at school
- Allow employees time off for school plays and soccer games
- Work from home or half and half
- After five years employees qualify for a sabbatical
- Paid vacation – a real paid vacation

WHAT BUSINESSES ARE DOING CONTINUED

- Unlimited time off
- Time in work - day for fitness
- Nap time, quiet time, meditation
- Jeans on Friday – Why not jeans every day?
- \$50 to show up for an interview



PRACTICAL STUFF TO DO

459 Report

1. What did you do last week (or since we last checked-in) that you loved/liked?
2. What did you do last week (or since we last checked-in) that was a challenge?
3. What are your objectives/priorities for next week?
4. Do you need anything specific from me?

DEVELOP A CULTURE OF INNOVATION

- Create an innovation team
 - Long time employee
 - New employee
 - Creative person
 - Someone outside of the field

THE **EPIC** LEADERSHIP PROGRAM

Empowered employees

Purposeful leadership training

Innovative changes

Co-creation of strategies



TRY THINGS THAT ARE COUNTER INTUITIVE

- Listen to the employees who do the work
- **Include employees in upper - level meetings**
- **Provide leadership training for every employee**

One team member summed up the paradox of the crisis. “Looking at the numbers, our business has been set back years. But culturally, we have been catapulted ahead to a future we could not have imagined, and strategically, our transformation has gained a momentum we could never have created on our own.”

- Forbes Magazine



HOW TO BE THANKFUL FOR YOUR JOB

By Scott Adams



CONTACT DANNY MACK

- DannyMack.org
- 972.679.2354

Dannymackmdiv@gmail.com

- Facebook
- Instagram

DANNY MACK MDIV, CDP

- Graduate of Southwestern Baptist Theological Seminary
- Director of Spiritual and Social Services at Christian Care Hospice
- Served on the board of Mesquite Social Services
- Served as President of the Board for Sharing Life Community Outreach, a non - profit organization that serves 150,000 people a year
- Currently serves on the board of the Texas New Mexico Hospice Organization
- Business Ethics Certification from the Management and Strategy Institute
- Keynote speaker, author, business philosopher, expert on rock n roll, and Happy-o-logist
- Graduate of Leading Age Leadership Institute
- Certified Dementia Practitioner
- Author of “If Grief is a Game These are the Rules”