

# **Undisputed Leadership in Sanitation Through 360 Degrees of Excellence**

## **A Perspective from an “Old Timer”**

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Career Path  
while living  
the dream!



Align thoughts  
and definitions  
As You Strive for  
Undisputed  
Leadership

- Undisputed Leadership  
in Sanitation
- Through 360 Degrees of  
Excellence

***Undisputed  
Leadership  
in  
Sanitation  
Defined***

:

- Unimpeachable product integrity and food safety
- Cost effective processes with continuous improvement (productivity)
- Motivated, skilled and innovative employees nestled in a “Culture of Caring”
- A safe and environmentally friendly workplace
- Maximization of asset and capacity utilization
- Flexibility in scheduling - both processes and personnel
- Facilities and equipment designed for efficient and effective cleaning

“360”? Look at the big picture with 360 points of light and share your ideas!

## Points of light

Empower your base team, other functional leads and get out of the way)

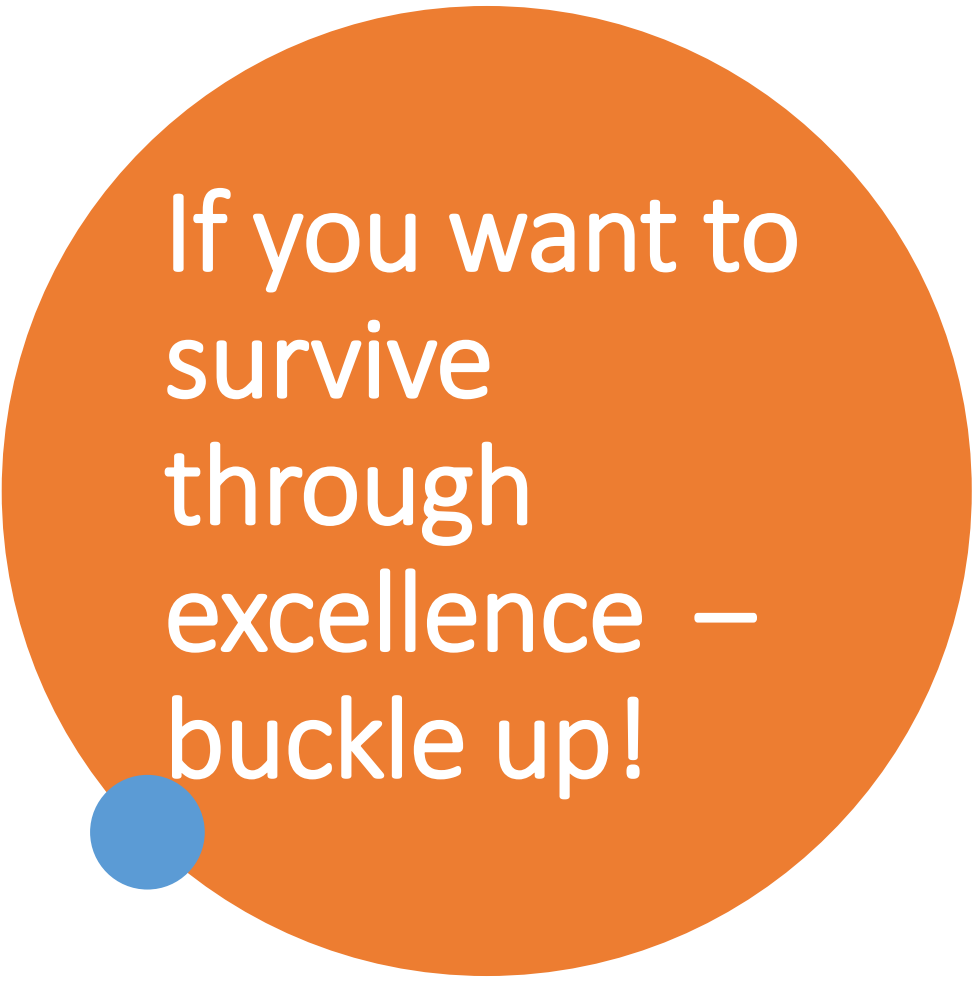
Inform your Supervisor and up the line of command, sister companies, competitors, suppliers.

Work with Trade Groups, the press, regulatory, across industry partnerships.


Work with people but please **no liars, cheats or politicians** – be real and sincere.

Work within your wheelhouse and with a focused intensity to become an expert in your field.

Work for your company and the industry.



If you want to  
survive  
through  
excellence –  
buckle up!

- 
- Strive to be the best
  - Reinvent and sell what you do.
  - See the big picture – your job is the building block of safe food.
  - Know your capabilities
  - Take all opportunities from your wheelhouse to the world.
  - Create a “Culture of Caring”
  - Keep at it – it’s a long game and play like it’s the world series
  - Develop a career strategy and stay on task

# SANITATION

1972

“For the purposes of sanitation, clean is defined as freedom from all foreign material such as meat scraps, fat, dust, blood, manure and cleaning compounds.”

Meat Plant Sanitation

AMI Center for Continuing Education

1972

# SANITATION

2003 - 2026

Food equipment must be effectively and efficiently cleaned and sanitized. This means the removal of all food particles and harmful bacteria. This includes product and non-product contact surface areas.

AMI Ten Principles

2021

# Doing it right helps your company and results in Industry improvements when shared.

## Some examples (While at Kraft Foods)

- Created The Listeria Equation 1998
- Created the 7 Steps of sanitation
- Developed Proactive Period Cleaning 1999, changed name in 2005 to PIC and PEC
- Published the Sanitation Quarterly at Kraft Foods for 20 years 1990 - 2010. Eighty editions as a desk drop.
- AMI - Led the 10 principles of design development 2003
- Led sanitation section at FARRP training sessions (7 years)
- Pathogen and Allergen Control low moisture foods training (2009 – 2016)
- AMI *Listeria* Intervention training (1999 – 2007)
- Began Sanitation Essentials training in Kraft 2007
- Steaming process equipment 1999
- Started annual Kraft Sanitation meetings in 1999 from 20 persons to 140 in 2010.
- Kraft Certified Sanitarian programs 100+ certified 2004 to 2010
- GFSI Hygienic Design Advancement team Vice Chair 2018
- Retired from Kraft Foods 3/10 (received the Kraft Global Technology Leadership Award )

# Doing it right with customers to correct issues one plant at a time. The word spreads.

## Some examples (While at CFS)

- Started Commercial Food Sanitation LLC (CFS) 3/10
- Five employees in year 2
- Integrated CFS into Intralox Company to enable global growth (2012) Desired global impact.
- Dairy Food Safety training (2013 – current) Developed curriculum and led for 5 years.
- Developed the Continuum (continuous improvement model) for the produce industry based on Listeria equation.
- Identified HD and sanitation improvements in supplier produce plants (2012). Started with MCD in produce 2012 - 2026, YUM, BK, Chic fil-et, JJ, Sonic & non QSR customers Annual visits and KPIs Qtly meetings (QSRs).
- Started Sanitation Essentials and HD training for the industry 2013 (based on team competition)
- Literally changed the produce industry with on the floor HD and 7 steps of sanitation training.
- Expanded consulting to support meat, dairy, bakery ETC with 40+ employees globally with representatives in Europe, Brazil, Australia, Shanghai, India and Mexico
- Started Harvest Forward to focus on CI in produce Harvesting 8/19 working with growers, producers, LGMA and FDA. This work continues.
- Current - updated the HD & Sani expectations for Primus, MCD Global Gap + FDA for harvesting equipment. Approval in process by GFSI. These will be part of GFSI audits globally in 2027.

## **Doing it right helps the industry and resulted in recognition.**

- Kraft Foods Superior Achievement Award 1999
- Sanitation Undisputed Leadership Lifetime leadership award 2010
- IAFP Sanitarian of the year award 2015
- AMI industry achievement award 2003
- IAFP Food Safety Award 2020
- Food Safety Magazine Distinguished service award 2023
- Personal satisfaction
- Seeing work colleagues prosper and become leaders in the industry as the new generation of sanitation professionals .

## Key Concepts driving Sanitation improvement for Food Safety

- Defining clean
- Listeria equation
- A Caring Culture
- 7 Steps of Sanitation
- PIC & PEC in MSS
- AI use

# What is 'Clean'?

What is your target on the continuum of clean?



# CONTROL OF *LISTERIA MONOCYTOGENES*

## GUIDANCE FOR THE U.S. DAIRY INDUSTRY

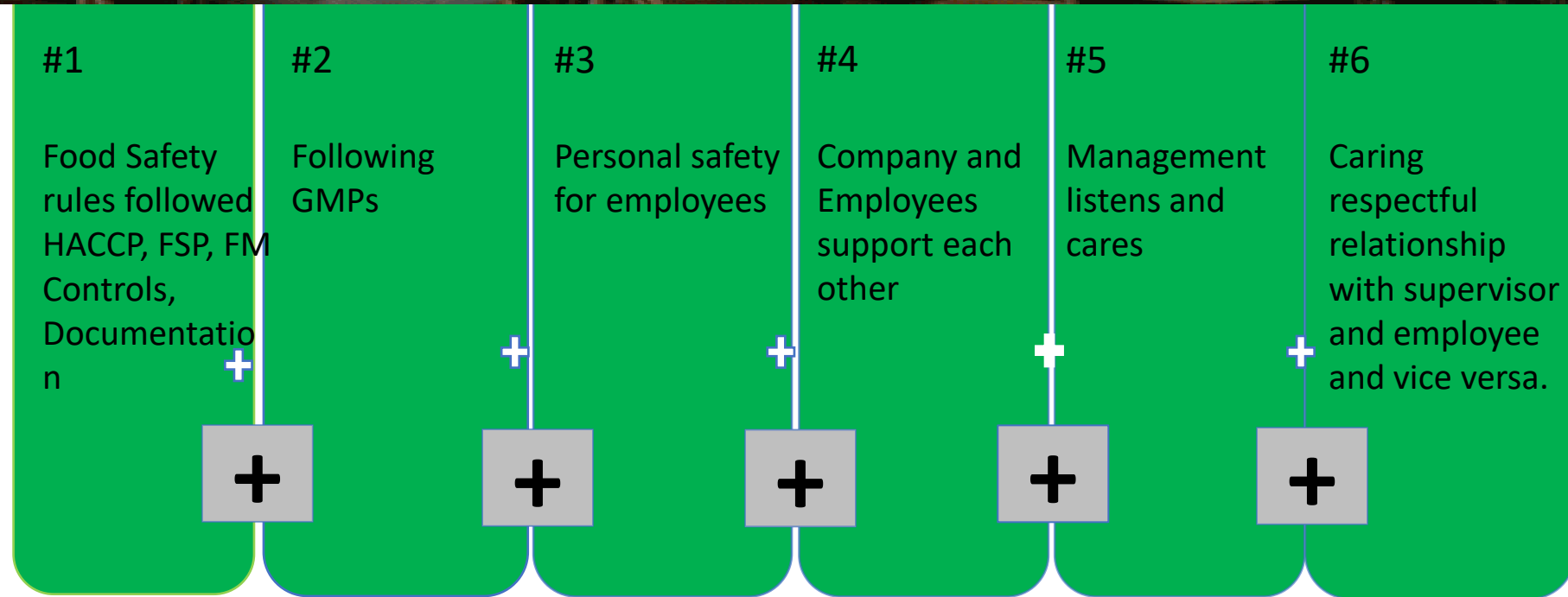


# What is a Caring Culture?

YOU WILL  
ALWAYS BE  
MY BABY

- **Caring for your Team Members**
- **Caring for employee Safety on and off the job**
- **Caring for your company's success**
- **Following rules**
- **Executing programs perfectly**
- **Food Safety Culture**





**= A Caring Culture**

Doing it right helps the industry and result in  
some Cudas and **Failures**

My grand kid's bedrooms look like this



Doing it right helps the industry and result in some Cudas and **Failures**

My Refrigerator at home looks like this!

What's Wrong



# Key Take Aways

- If you are in the food business, you are in the sanitation business.
- We are all responsible for perfection in sanitation – food made in a facility with a failed sanitation program is not safe.
- A food safety culture is important but only part of the equation package for success. A Culture of Caring is inclusive of all functions and part of the DNA needed for success in the food or airline business.
- Dry is good, dry and dryer is better – dryer than dryest is best
- Hug your sanitation lead and team members today!
- Your long-term **survival** happens if you're a strong team member of a winning team.

# Summary

Build with the knitting you know – be the best – not just good enough.  
Use this as your career base / foundation.

Build your career with a company with integrity that cares about you  
and your team. If not .....

Continually Improve your competence, passion for excellence and  
knowledge. Never let good enough be the target.

Encourage a culture of caring to support your team and company.

A successful career and name enables independence from a company.

It takes a caring comprehensive culture to avoid auto accidents  
and to make safe food.

Thank You

Live the Dream