



BREAD 41 Monthly Newsletter

Every month we hope to keep you informed of everything going on at Bread 41. We can appreciate that as we grow we need to keep all employees better informed. It will contain a mix of company information, product information and other significant info worth sharing.

WHATS NEWS & GOING ON AT **BREAD 41** **COMPANY NEWSLETTER**

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2nd Newsletter of 2023

Really strong reviews over the last few weeks and the odd bad one.



4.6 Google Rating. 1,580 Google reviews. Our target is to hit a rating of 4.7 within 90 days

Last Week **9**  **1**  **2**  **Reviews**

Ingrid Balage 5*

Excellent pastry
Very pleasant staff.

Mitko Georgiev 4*

This place came highly recommended (and had a line outside the door to match) and I did enjoy their savory fare, however I wouldn't say it was something mindblowing, and it was a bit overpriced in my opinion. The girl who served us was really nice though, telling us about the menu despite how busy they were. I'd go again.

How do we move towards our OKR of hitting 4.7 within 90 days ?
Customer Tip. Pretend you were were serving your granny every time !



B Corp. The main premise of BCorp is that business should be used as a force for good and not just about shareholder value.

This months key updates.

Pensions : If you want to be sipping Pina Coladas by the pool in Cuba when you are 60 then reach out now. This is the final call for pensions so please contact

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For full time employees we will be contributing 1.5% of your salary if you have been with us for over 1 year.

WASTE LAST MONTH



1004kg dry mixed up from 985kg



Lets break this down. This amount of waste is the equivalent to 250 bags of sugar each week. So now we have to identify why there is so much waste! We do however have some great news to share on waste in that we have finally identified an alternative to cling film for our trolley racks coming in next month, next up piping bags etc. Deadline Feb 28th.

" It is never easy to see amazing people leave you. But, it is also your job to help amazing people leave you" This month we say farewell to one of our longest staff members, Lauren Mc Kenna. Thank you Lauren for being such an important part of our team. Your dedication to the B-Corp submission was deeply appreciated and all your hard work at Bread 41 over the years never went unnoticed. Lauren you were a pleasure to work with and we will miss your vibrant energy. Best of luck as you continue to use business as a force for good in your new role!

MARYS MEALS

We were delighted to look towards the next phase of the Breakfast club with the introduction of a breakfast muffin for the kids to grab on the go.



Also thanks to every dish sold in the eatery where we also donate a dish to Marys Meals. Last month we donated 1504 meals to those in need through Marys Meals in January. This program is rooted in SDG Goal 2: Zero Hunger

KNEAD FOR PEACE

This month we would like to give a shout out and support to the amazing bakers of the Ukraine notably Anna Makievska of The Bakehouse Kyiv, who continues to provide bread free of charge to those left behind in the terror, turmoil and destruction of the war in Ukraine. This month we will be running a fund raiser and donating to this bakery in Kiev. Many thanks to Arina for her help in coordinating this.



Anna Makievska and her daughter, Varvara

BIG FOCUS THIS Month. COFFEE & SYSTEMS

New kit, new head Barista (Amelia) and a whole lot of new behaviour. We intend on delivering an exceptional coffee experience in Bread 41 and we are super excited about this. Systemhub also has all processes clearly documented with videos to help. Please review and give us feedback. Grab the iPad behind the front of house counter and take time out to review the support content available or if you wish to have access from home let us know and happy to provide.

LEAN !

FIX WHAT BUGS YOU.

This month the winning suggestion came from Jaybie who introduced a timer for our butter use to facilitate our croissant production. For his 2 second improvement he gets €25.

Every month we will have a €25 voucher for the best suggested 2 second improvement implemented.

LEAN WHAT IS IT ?
2 second lean is a commitment to daily improvement (Kaizen) of at least 2 seconds. Lets "fix what bugs you."



2 Second Lean Tip of the month

- Kanban. What is it. A place for everything, and everything in its place.
- Lets get super organised.

Everyone [Click on the link below](#)

Lean Video On Keep the toilets clean

OUR VALUES

WHY THEY ARE IMPORTANT

- Care for each other
- Care for our customers
- Care for everything we make
- Care for the community
- Care for our suppliers
- Care about sustainability
- To be creative

Value : To Care for our community.

Shout out to Henrique who took time out to help the interns earlier this month. It is vital that we collectively inspire all visitors and each other in Bread 41. Sure why would you not want to? You will only spend half your life in work so lets enjoy it.

How to run a 5 Whys

1. Invite all affected
2. Select a meeting leader
3. Ask "Why?" five times
4. Assign responsibilities for solutions
5. Email your team the results

SINGLE USE CUPS. GONE FOR GOOD..

Honestly a big step forward for the business so thanks to you all, as I know customers will ask difficult questions but this is really important. Single use is not good for anyone. Read Lauren's blog post on our website. We also posted this out on **Instagram** and got the following reaction so thanks to Sarah for posting and Lauren for writing the blog. Views on Instagram 80,912. Likes 1155

Click here to read blog post ...



SDG 12 : Responsible production

The New Solution is : Sustainable & reusable - Made in Ireland - Can be purchased for five euros or €5 deposit paid and returned.

DELIGHTED TO ANNOUNCE THE WINNER OF THIS MONTHS SAWUBONA AWARD

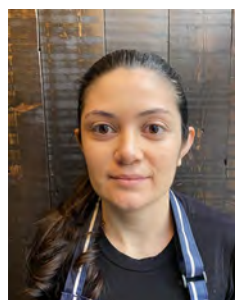
SAWUBONA AWARD

We have decided to introduce the Sawubona award for staff. This is a monthly award to an individual for making an above and beyond effort in seeing and helping both each other and our customers. The meaning of Sawubona... This Zulu greeting, literally means "I see you" More than words of politeness, sawubona carries the importance of recognising the worth and dignity of each and every person.

€25



And the winner is



Suelania Oliveira

Well done & big thanks

For being nice on so many levels, for helping out over & above, and for covering for colleagues in need.

Thank you so much

INSPIRING OTHERS



This month we welcomed three TY students. A special thank you to Henrique ONCE again for being very accommodating and kind to Rachel. Well done to all staff who are educating the future leaders. Please see pic below of Nicole (left) Rachel (back right) and Alexandra (top right). Earlier this week we also had a radio personality Shannon Keenan who is running a show around getting a variety of different jobs. i.e. Working on a Dairy farm to driving a train. Hopefully her experience in Bread 41 was a good one to share on the airways... Tune in soon.

This month we also celebrated Aisling's and Charlottes birthdays. Happy birthday to our two wonderful staff members.

Energy Use

We use approximately 10,000 kWh per month

Let's try to reduce ensuring these are always turned off: Ovens, lights, AC, heating, music, coffee machine

off every night etc.



Whats coming up next month

The Valentines day range will be starting next week in the pastry room and the bread room are working on some specials for the big day too!

Eoin & Stephen head to Japan on a Lean tour to visit Japanese businesses & schools. Then they travel on to Sydney to visit some of the worlds leading bakeries notably Lune Croissanterie, Sonoma and others.



BREAD 41

LET US KNOW YOUR THOUGHTS

EMAIL : operations@bread41.ie

OUR VISION.

We aim to create a movement that reaches into every community throughout the island of Ireland.

Our purpose is we want everyone to get back to eating real bread, to appreciate real hand crafted pastries, amazing seasonal food and to drive exceptional hospitality in a sustainable way. ”

- Real bread
- Hand crafted pastries
- Seasonal & local food
- Signature warmth and hospitality
- Focused on sustainability

Quote worth pondering. “The most dangerous phrase in our language is ‘We’ve always done it this way’” – Grace Murray Hopper