



American Culinary Federation  
The Standard of Excellence for Chefs

# AMERICAN CULINARY FEDERATION

## OUR VALUE PROPOSITION

*The vision of the American Culinary Federation is to be the leader in professional and personal development for the culinary community, while promoting current culinary techniques and preserving the history and skills of the craft, by providing accredited educational programs, certifications, competitions and networking designed to enhance professional growth for all current and future chefs and pastry chefs.*

## OUR CORE SET OF VALUES

*The following values are the cornerstone and foundation of the organization, emphasizing the importance of what ACF does and how it is done:*

### INTEGRITY

Honor commitments, act with integrity, trust one another, promote character enrichment, value diversity in the workforce, exceed community environmental expectations and exhibit fairness in all business practices.

### HIGH PERFORMANCE

Perform to the best of ability, learn to live with ambiguity and uncertainty, welcome future changes in the culinary industry, learn to manage risk, use common sense, reward creativity and continuous improvement, and promote lifelong learning.

### COMMUNITY

Satisfy customers, value employees, serve the membership, develop strong relationships and support the community.

### EXCELLENCE

Shape the future through quality and character in everything, set appropriate goals and be accountable, develop leadership, empower employees, promote teamwork, take pride in what is done, adopt a “can-do” attitude, enhance the image of the profession, excel in customer service and reward performance.

## OUR LEADERSHIP NORMS

### WE COMMUNICATE FULLY

**We listen actively and communicate fully** to enable productive exchange

### **We pursue richer, constructive dialogue**

exchanging ideas, concerns and agendas to foster transparent interaction

### **We promote productive**

**communications** and challenge behaviors that inhibit constructive conversation

### WE ENGAGE PRODUCTIVELY

**We seek meaningful interactions and alternate perspectives** to invite a diversity of ideas and find the best solutions

### **We view productive discourse as a**

**positive opportunity** to bring out the best in our members, committees and ourselves

### **We recognize, and are respectful of, individual needs and approaches**

to provide an environment of openness, honesty and integrity

### WE INVEST IN OURSELVES AND EACH OTHER

**We promote the development of ourselves and each other** to foster continuous growth and improvement

### **We support the team and the individual**

to help each other overcome barriers and fulfill our goals and commitments

### **We give and accept feedback**

to empower personal and organizational change

*We hold ourselves accountable for living our norms—every day, everywhere.*