



**Podcast Script**  
**Season 1 / Episode 6 - [Scallops / Mise / Tips]**  
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**Opening**

Hello my fellow chefs, today we talk about scallops, being organized and I'll share 3 tips for first time chefs or kitchen managers. I am Mark Grigsby, your chef and guide through this experience and this... is the incrEDIBLE Discourse.

**Introduction**

Hello and welcome... I am Mark Grigsby and you have found me here again at the IncrEDIBLE Discourse. I have a great show for you today. Today.. We're going to be talking about one of my favorite shellfish and one of my favorite bivalve mollusks.. The scallop. Scallops have 2 hinged shells and are often ridged and fan shaped, with a variety of colors depending on the species. Sea scallops are much larger than bay scallops with diameters ranging between 2 to 3 inches. Sea scallops are found in the cold waters of the Atlantic ocean, primarily off the coasts of the US and Canada as well as in the North Sea and around Japan. They typically inhabit the ocean floor anywhere between 60 and 400 feet deep. They thrive in sandy bottoms where they can filter feed on plankton. These scallops are harvested when they are about 5 years old using specialized equipment to dredge the ocean floor.

Evidence of scallop consumption dates back thousands of years. Archaeological findings suggest that ancient coastal communities gathered and consumed scallops anywhere from the Americas all the way to the mediterranean. In many cultures, the scallop shell became a symbol of fertility, femininity and travel. For instance, the scallop shell is famously associated with the pilgrimage of St. James to Santiago de Compostela in Spain symbolizing both a safe journey and the blessings of the sea. Sea scallops have been an important food source for coastal communities for centuries and have evolved into a delicacy enjoyed around the world. From their symbolic significance in history to their role in modern cuisine, scallops remain a celebrated seafood choice, beloved for their sweet, delicate flavor and versatility in cooking.

The recipe we're going to be working on today is a fusion recipe. Seared Sea Scallops with Spanish Chorizo & Corn topped with a little spanish inspired gremolata. It mixes some elements and ingredients from the South Western European region of spain, france and italy. We will be working with spanish chorizo today. The history of chorizo can be traced back to the time of the Roman Empire, when the techniques of curing and preserving meats were first introduced to the

Iberian Peninsula. The Romans brought methods for making sausages, and these techniques were adapted by local populations in Spain. The use of salt as a preservative allowed meats to be stored for long periods, which was essential in pre-refrigeration times. After the Reconquista, when Christian rule was reestablished in Spain, pork became a symbol of Spanish identity. The use of pork in chorizo is a reflection of this cultural and religious shift.

I like this recipe because you can use it for a couple of different settings and platings, it's elegant and uses bold, fresh and tasty components. It's also quite beautiful on the plate; it has a variety of colors that make the dish look very appetizing plus we're talking about fucking scallops here.. I don't know about you.. But me? I had me at scallops.

Later in the show we will be talking about being organized.. What that looks like in a home kitchen or a professional one and why it's important. We will also be talking about 3 tips for first time chefs or kitchen managers and how the mastery of these things will help you set the tone for your new team and give you the confidence to make high quality decisions that will make a great impact.

Anyway.. Before we get into all of that.. I'm fucking hungry.. Let's eat!

### **Topic 1 - Seared Sea Scallops with Spanish Chorizo & corn**

**Yield: 1 portion**

#### **Equipment:**

Alright.. Following protocol as we do in every episode, let's go over the equipment you're going to need to whip this delicious dish up. You're going to need 2 skillets for this one; one for the scallops and one for the chorizo mixture. As always, I recommend cast iron, but stainless steel will do just fine. Avoid using non-stick pans in this recipe. They're not great for searing scallops because they don't hold heat as well as iron or steel. We will also need a set of tongs, a slotted spoon, a holding plate, a mixing bowl and a large chef's spoon for mixing and basting. Remember last episode we butter basted the steak for the au poivre? Today we're gonna do the same technique but on scallops, so if you didn't listen to last week's episode on how to do it.. Shame on you. Get your ass over there and listen to it. And really that's it. You don't have to have a bunch of fancy gadgets, bells and whistles to make something really delicious. As always I'll leave some links in the description of the equipment that'll work for this dish and you know our friends at amazon always have it and they always deliver should you need it.

#### **Ingredients:**

Now let's talk ingredients. I'm going to make 1 portion and I love sea scallops so I want the biggest I can find. Usually I try and go with a U8 or 10. Remember the number is how many it takes to make a pound. The smaller the number, the larger the scallop. So I need about 4 at that size. You can pick these up at your local grocery store at the fresh seafood counter most of the time. They also sell them frozen, but I don't like to use these because a lot of the time they are water logged and they shrink when they cook. Fresh is always better. If you're in a restaurant chefs.. Your fishmonger sells these in a tub. You're gonna wanna clean them and dry them in

either case before you use them. To clean them you're going to remove the abductor muscle on the side. It's a crescent shaped muscle and they're chewy if left on. I like to gather all of these muscles, coat them in seasoned flour and fry them. They're delicious, but let's not stray from what we're talking about here. Focus grigsby.. Fucking scallops.. Focus. After removing this muscle, you should hold the scallops on dry paper towels and pat them dry. The less liquid the scallop has on the outside, the better sear you're going to get. And if you want to be fancy with your scallops and score them, now would be a good time to do so. So let's go over this grocery list.. I kinda strayed there talking about the scallops.. I did say I love them and we both know I can get carried away.. So..

4ea U8 scallops, cleaned and dried

2-3T whole butter, this is for the butter basting

Now for the chorizo mix

2oz of spanish cured chorizo. This is the hard one. Sometimes you have to remove the casing so check the packaging and then dice this up into about 1/2" cubes.

1C of fresh yellow corn kernels right off the cobb, be sure to remove the corn silk or the "hairs"

1/2ea small shallot, minced

1ea garlic clove, minced, not microplaned

2ea kale leaves, stalks removed and chopped into 1" pieces

1T whole butter

1/4C heavy cream and I prefer 40% butterfat, but 36% will do

1/2T cilantro chopped fine

5-6 parsley sprigs for the garnish

For the gremolata we will need:

1T flat leaf parsley chopped fine

1/4 of a lemon zested

1ea garlic clove and this one we will microplane

1T toasted sliced almonds finely chopped

1/8t smoked paprika

1t extra virgin olive oil

And a little bit of salt.

So now that the grocery shopping is out of the way.. Let's cook!

### **Method:**

First I'm going to start with the Chorizo-corn mixture and the gremolata so that my scallops are not sitting and waiting. They're the highlight of the dish so I want to make sure they are showcased in the best way possible.

In one of my skillets on medium heat I'm going to add my diced chorizo and start to render out the fat until the chorizo is crispy. Two things are going to be important here.. The first is to watch your heat.. Should the pan get too hot, cut it down to just under medium. The goal here is to extract as much fat out of this sausage that you can. Once I get the chorizo crispy and there is a

nice amount of fat pooling in the bottom, I remove the chorizo with the slotted spoon and hold it on my holding plate. Next I'm going to add the shallot and sweat it in the chorizo render and let the shallots start to infuse with all that spanish flavor. When the shallots start to turn translucent I add the garlic and cook for another 2 minutes. Watch the heat, don't burn any of these components. Now I'm going to add the fresh corn and I'm going to toss or mix all of these flavors up. The corn will take about 3 or 4 minutes to cook. Now I'm going to add my butter and cream and bring to a simmer.. Not a boil, a simmer. Once the cream starts to seize and thicken up slightly, I'm going to toss in my kale and stir well. The kale will start to wilt and soften as the cream thickens. Once this happens I'm going to remove from the heat and add my crispy chorizo and chopped cilantro and combine well. I'm gonna set this mixture to the side and start working my gremolata.

For this recipe I'm going to add my chopped almonds, garlic and parsley into the mixing bowl and stir to combine. Then I add my lemon zest and mix once more. Then I'm going to add the paprika, salt and olive oil and mix one last time and make sure that everything is well combined. You may ask how come I didn't just add everything and mix all same time, and that's a fair question. You could've done it that way, yes. But I'm trying to build layers of flavor here. By mixing my first 3 ingredients together I create the base of flavors, then I add the zest and mix again because it's important that the zest clings to the almond mixture instead of getting doused with salt, paprika and olive oil that could extinguish some of that fresh lemon taste. Do it however you like, but layering it makes the most sense to me especially when you have a composed dish like this one where you want flavors to sing through and not taste muddled. I'm going to reserve this in the mixing bowl until I'm ready to garnish.

Now let's sear some scallops. Take your second skillet and put it on medium high heat. You want this skillet to get to its smoke point. While your skillet is warming up, season your scallops with salt and pepper. Once your skillet has gotten hot enough, add a tablespoon of your preferred oil and coat the pan. Drop the scallops in the pan on the largest side or the scored side if you scored them. You'll hear them start to sizzle. If you're in a restaurant or if you're cooking for your family and need more than 1 portion, remember to cook scallops in batches and do not overcrowd the pan. They will release a liquid and then you won't be searing you'll be boiling them and then you wasted them because they're gonna be shitty. Now once you've got them going and they're sizzling, don't touch them anymore. Let them sear for a good 2 minutes. I'm gonna start to see some browning or maillard reaction happening. This is exactly what I'm looking for. Once this side is nice and golden seared I'm going to flip the scallops over and add the cold butter. This butter will rapidly melt and could burn so be ready to remove the pan from the heat if you have to. I have my chef's spoon in hand and now I butter baste. Carefully I'm gonna spoon this butter over the seared tops of the scallops and to help continue to develop the sear or maillard reaction on the tops, while the bottoms get seared for about 2-3 minutes. Once the bottoms are seared I'm going to remove from the pan and place on a paper towel lined holding plate. Now it's time to get my canvas going.

A round flat plate with a small lip on it would be perfect for this. You want to showcase all of the beautiful colors and the nice sear and size of these scallops. I start by taking my chorizo mixture

and going center plate, creating kinda like a stage for my scallops. Next I can go one of 2 ways.. I can line these scallops up side by side on the plate or I can make sort of an off-set like square with them with the butter basted seared side up. Now I take the tip of a spoon and add a small bit of the gremolata on each scallop like a crown. The rest of the gremolata can go around the plate to add an additional pop of color and flavor to the dish. Now I take my parsley sprigs and tastefully add them in between the scallops and around the dish. And BOOM. Scallops baby.

I fucking love this recipe. And I fucking love scallops. There are so many different ways to prepare them, I'm certain that this won't be the last time we do a recipe with them.

I'm very eager to hear how this recipe turned out for those who attempted it. Send me your results on [theincrediblesidcourse.com](http://theincrediblesidcourse.com) where you can see all things Mark Grigsby 24 hours a day, 7 days a week, 365 days a year. Send me pictures of your work and let me know where your successes and opportunities were. We're always here to help you get better and to mentor you to go where you want to in this culinary world.

Anyhow...

**<SEGUE>**

Now it's time for..

Food for Thought; or what i like to call... Pro Tips from a Chef's Lips....

## **Topic 2 - Mise en place / Being organized**

Today's first topic is about being organized in your kitchen whether you're at home or you're at work. Being organized is key when working in the kitchen in almost everything that we do. Being organized keeps you focused and clean.

In our very first episode we used the term "mise en place" and we went on to define it as "putting in place" or "gathering". In the kitchen we use this term when literally gathering everything that is needed to perform a certain job or recipe...and this means everything.. The ingredients, the equipment and the recipe itself. Being organized when prepping is essential. As you prep these ingredients and add them to containers, group them together according to the recipes steps. For instance, if the recipe calls for you to add the celery and carrot at the same time in the pan to cook it, you would prep the celery and carrot, measure them out and then hold them in the same container versus separate. And the reason why we do it this way is so that you don't have a ton of containers to look for when it's time to cook and you can focus solely on the actual cooking. Not to mention there will be less to clean up in the end. Always read the recipe and completely understand what it's asking you to do.. What the objective is in each step. Take your time to do this.. In the end, programming your brain on how to do the recipe and using it as a reference allows you to concentrate on the cooking process. I'm not saying memorize the recipe, I'm saying familiarize yourself enough with it so that it becomes a reference, not a play by play. Look for key language and indicators that will help you know when

to do something. Be mentally organized and be very aware of time, especially when you're working on multiple items at the same time.

Being organized in the kitchen will help you to be more efficient. You will save time finding utensils and ingredients, and have less interruptions, making following recipes a lot easier to process. Knowing where everything is and having a clean, orderly space makes cooking more enjoyable and less overwhelming because it's a calm and controlled environment.. It will provide much more mental clarity and less stress.

Being organized can indirectly make everything a lot safer as well. Things put away or in their places help to reduce injuries like burns, cuts and slip & falls. When there is shit everywhere you create a higher chance of doing something you wouldn't otherwise do if it was just more organized and cleaner. And cleanliness is key as well.. It helps you avoid cross contamination and the spread of germs, plus it makes the clean up process easier. Cleaning as you're going will help reduce clutter, reset your mind and prepare for the next steps.

For professional chefs and cooks.. Map out your days in advance and prioritize the tasks that need to be done every single day. Take the time to look at the workload as a whole and plan accordingly. Be educated in the time it takes to complete tasks and allocate time, resources and personnel appropriately. Being organized will help you in your cost effectiveness as well. You'll have less waste because you'll know what you have on hand.. You'll have clear inventory management and optimal storage. Costs are paramount in the professional kitchen and being organized helps you know what you have to work with.

And what chef or cook doesn't get inspired by a clean and well organized kitchen? I know that when my kitchens are clean I get really excited which usually gives me a huge creativity spark.

Lastly, professionalism.. Our favorite word. We all remember last episodes rant about professionalism, yes? In both home and professional kitchens, organization reflects on the cook's skill and attention to detail. It shows that the kitchen is managed with care and consideration, which can lead to better results and even result in a higher respect from others.

So chefs and cooks.. Get organized. Start now. It's going to save you a world of time and train your mind to focus on what's important in the moment.. cooking.

### **Topic 3 - 3 Tips for first time chefs & kitchen managers**

So a couple of weeks ago someone asked me what 3 tips I could give for a first time kitchen manager or chef and it's a great question. Being a chef or a kitchen manager is a high stress job first of all. There are so many things that you have to be aware of and keep up with as the chef or KM, but I think a good starting point would be these 3 things.

1. Be the best cook
2. Know your costs
3. Be the leader

Now let's break this down, because it could easily be said that there is more to it than these 3 things, but let's consider you have no experience in this particular job before this. Maybe you were an assistant KM or a sous chef before so you have some exposure to it, but have never actually done it. In that case I believe that these 3 things are a strong basis to develop the rest of the skills as you go.

Be the best cook. Even though cooking is probably not the thing you will do the most during your day. Being the best one when you're needed instills confidence and respect from your crew. Your team has to know that you have the ability to work every station with success rather than make it worse. Don't be the guy that everyone dreads to come bail them out of a tight situation. When I worked on Miami beach I had 2 sous chefs in this one particular job where when the shit hit the fan and we needed someone to come and bail us out.. If it was either one of them.. They made it worse. And it happened over and over again to a point where the line cooks would have rathered, stayed weeded then get their help. And what happens over time is the line cook team begins to lose respect for you because they know that you cannot do what they can... but you get paid more, you hold a higher position and you *should* know how to do everything. How can you give instructions and orders to a team, if you yourself cannot perform the tasks that you're asking them to do? A crew that has respect for you will work hard for you and have your back, even in the worst of times...and after the worst of times it builds trust, respect and camaraderie.

Know your costs. As a kitchen manager or chef, it's essential to have a thorough understanding of the costs associated with running the back of house (BOH). These costs encompass everything from labor expenses to food inventory and waste. Mismanaging these can directly impact your bottom line and, in many cases, can determine the stability and security of your job. Maintaining control over costs and keeping your percentages within acceptable limits is vital. Food cost percentage, labor cost percentage, and overhead costs are critical metrics that need constant monitoring. This isn't just about knowing what these numbers are; it's about knowing how to influence them in your favor. For example, reducing food waste, optimizing labor schedules, and negotiating better pricing from suppliers are all strategies that can help manage costs effectively.

Effective labor management is one of the most challenging yet crucial aspects of a kitchen manager's role. This involves not only scheduling the right number of staff to meet demand without overstaffing but also ensuring that your team is working efficiently. Understanding labor costs means knowing when to adjust staffing levels based on business trends, seasonal fluctuations, and even daily patterns. Overstaffing leads to unnecessary costs, while understaffing can hurt service quality and lead to overworked employees, which impacts morale and productivity.

Food cost management includes more than just purchasing ingredients at the best price. It also means controlling portion sizes, reducing waste, and managing inventory effectively. A kitchen manager must track every dollar spent on food and ensure that it's being used to generate revenue. This often involves working closely with suppliers, understanding the cost of goods sold (COGS), and making adjustments to the menu or ingredient sourcing when necessary.

Additionally, forecasting sales trends and adjusting orders accordingly is key to avoiding both shortages and overstock.

KPIs, or *key performance indicators* are quantifiable measurements that help track the performance of your kitchen operations. As a kitchen manager, understanding how to interpret KPIs is a significant part of your role. KPIs might include metrics like food cost percentage, labor cost percentage, food waste, customer satisfaction scores, and overall profit margins. Being able to analyze these numbers allows you to make informed decisions that can improve the efficiency and profitability of the kitchen. For example, if food cost KPIs indicate higher-than-expected expenses, you might need to revisit portion control procedures or reassess supplier contracts.

A competent chef or kitchen manager combines culinary skills with strong business acumen. It's not enough to simply create great dishes; you must also run your kitchen like a business. This involves budgeting, planning, and constant vigilance over your operations. Those who master the ability to manage labor, control food costs, and accurately interpret KPIs will not only excel in their role but also contribute significantly to the success of the entire restaurant which down the road could provide increases in your salary. Many corporate chains base their managers salaries on these KPI's. The better you do, the more you make.

Be a leader. Leadership is guiding and influencing others toward a common goal and it isn't for everyone. There are leaders and there are followers. Being a leader is having the ability to bring out the best in your team in every situation. Understanding everyone's strengths and limiting their weaknesses through focus and training. You have to be there.. Present and ready for anything.. Thinking on your feet and being able to adapt to any situation as it arises. When the place catches fire so to speak, a leader takes it head on and doesn't give up when the going gets rough. They stay calm and poised.. Focused and they have an innate ability to keep others focused... calm.. And poised. Being a leader is being confident without arrogance.. The order to the chaos.. The more control you display, the more confidence the team will have in you.

As you can see, just those 3 things are a lot to take on for anyone, now imagine being a rookie. It's a hard job no doubt, but can be and has been done before. If a rook can master these 3, the rest will fall into place eventually. Stay positive. Learn every day. Admit your mistakes and don't make them twice. Be organized.

## Outro

I hope you enjoyed today's scallop recipe and you try it. I hope you learned a little something about being organized and took something away with my 3 tips for first time chefs and kitchen managers. If you have any questions or need a little help, you can always reach us on [theincrediblesidcourse.com](http://theincrediblesidcourse.com) or our socials. I'll start getting the videos together soon so everyone has an added bonus to our show.

If you like what you heard today leave me 5 stars on spotify or a great review wherever you're listening to this and make sure you visit us at [theincrediblediscourse.com](http://theincrediblediscourse.com) as well as all of our



social media platforms. I appreciate your time as always. I'm Mark Grigsby and you've just been put through The IncrEDIBLE Discourse. Till next time... where my theme music at?