



Team Building and Family Bonding

The father and son teams at the Sanctuary Golf Club. Left to Right: Alberga Campbell, Paul Campbell, Tim Familo, Joe Familo, Lewis Farrara, Ray Farrara, Josh Sweet and Kyle Sweet.

By Kyle D. Sweet, CGCS

How many of us have had the chance to follow in our fathers' footsteps? How many of those footsteps have been on the dew-covered grass as the sun rises on a golf course? At our place, The Sanctuary Golf Club, Sanibel Island, we have promoted an environment that makes that possible each day during the summer months for four father-son teams.

Having employees who are willing to recommend friends for job openings – and in

this case, family – has been very fortunate for our operation. In two cases, Ted Campbell, equipment operator and Tim Familo, clubhouse landscape manager, were employed first and then we secured their sons afterwards when positions became available. Ray Farrara, equipment manager, and I have been lucky enough to have our sons out on the course as they grew up and they are now able to work for us during their summers away from school. In all cases, the work environment has benefited and the bond between father

and son has grown.

We have promoted this situation through plenty of introductions to our members, a recent newsletter photo and communication to other club departments. Our father-and-son teams have been embraced and are part of our maintenance operation culture.

Team building with family may not always work, but, when it does, it can be a benefit to your operation and to the loyal, hard-working employees who make our industry possible.



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