

Safety saves

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taking positive steps toward ensuring workplace safety," said Horton. While he has shaped the program specifically for Pebble Beach, which has 1,700 employees, five golf courses, 5,300 acres and two major resorts, Horton maintains that the practices can be used by courses of any size.

Built around what Horton calls the Safety Observation Cycle, "the program helps to change behavior in regards to safety as well as helping your observation and communication skills to take positive steps to ensure safety," he said.

The program has five steps. The first involves deciding to stop and take a look at what an individual worker is doing. The second is stopping to observe the individual and to see if they change their unsafe behavior. The next step is to act, to talk to the individual about what it is they are doing that is a potential safety risk.

The fourth element focuses on positive reinforcement. "When you recognize safe behavior," said Horton, "you are sending a signal that safety is important."

The fifth step involves report cards which are used to consistently discuss workplace safety and what can be done to ensure that workers are acting safely.

Ultimately, Horton has found that the program improves communication between the superintendent and his workers and motivates workers to behave in a safe manner. The program, however, must be followed rigorously if it is to be effective.

"If you walk by someone who is being unsafe and you don't correct them, then the standard has been set that other employees are going to emulate and adhere to," Horton said.

Further, safety must be given the same importance as job efficiency and cost, a lesson Horton learned the hard way.

While hurriedly completing course preparations for a tournament, one of his workers drove a utility vehicle through a roped-off area in order to save time. The cord got caught on the cart and ripped out a stake that went flying into the man's face damaging one eye and his dental work.

Horton admitted that accidents do happen, but said he has found that the STOP program, when properly followed, is a success.

"Clearly, it has shown that injuries and incidents are reduced 50 to 60 percent, and when you multiply that into workers compensation, the cost of injuries and lost work time, we are talking about significant savings," Horton said. "Additionally, safety awareness increases, communications skills improve, as do supervisor and management skills."

Stahl, Bodnar earn top honors among Penn State grads

STATE COLLEGE, Pa. — Penn State University's 40th Golf Course Turfgrass Management Program class graduated 33 students on March 6 at a ceremony held at the Nittany Lion Inn here.

Dr. John "Trey" Rogers III of Michigan State University delivered the keynote address.

Jonathan R. Stahl was presented the Penn State Alumni Outstanding Student Award

as well as scholarships from the Trans-Mississippi Golf Association and D.M. Boyd Co.

Kim M. Bodnar was selected by fellow classmates to receive the Zimmerman Memorial Award for Outstanding Turfgrass Student, sponsored by Lesco, Inc.

Scholarships and awards were also presented as follows:

Rene Hadley and Christopher E. McPherson also received Trans-Mississippi

Golf Association scholarships. The Penncross Bentgrass Growers Association awarded scholarships to Lucas C. Fowler, Rene Hadley, David J. Kuypers, Christopher E. McPherson, Alan Peterson and Shawn B. Werley.

Joel H. Erickson was given the Duff Shaw Memorial award, while Lucas C. Fowler earned the Myles Adderly Technical Report Writing Award, sponsored by Denis Griffiths and Associates.

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