



# Relationships

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Relationships. We all have them; with our kids, spouses, friends, players, professional peers and perhaps most importantly, our staff. The productivity we attempt to generate in each of these theaters is critically dependent upon the ever changing dynamics of our relationships. How we interact with others is

and at a deeper level, humanity itself, can be applied to a group at large as well as individuals. A recasting of the subject or subjects implicates the reader to a greater depth of meaning.

Please ponder the following transposed rendition.

## *If An Employee Lives With...*

*If an employee lives with criticism.....he learns to condemn.*

*If an employee lives with hostility.....he learns to fight.*

*If an employee lives with fear.....he learns to be apprehensive.*

*If an employee lives with jealousy.....he learns to feel guilt.*

*If an employee lives with tolerance.....he learns to be patient.*

*If an employee lives with encouragement.....he learns to be confident.*

*If an employee lives with praise.....he learns to be appreciative.*

*If an employee lives with acceptance.....he learns to love.*

*If an employee lives with approval.....he learns to like himself.*

*If an employee lives with recognition.....he learns that it is good to have a goal.*

*If an employee lives with honesty.....he learns what truth is.*

*If an employee lives with fairness.....he learns justice.*

*If an employee lives with security.....he learns to trust in himself and others.*

*If an employee lives with friendliness.....he learns the world is a nice place in which to live and work.*

(Editor's Note: This is a modified version of *If A Child Lives With* by Dorothy Law Nolte)

reflected in their response, positive or negative.

Growing up with my three siblings in rural Mahtomedi, I was inspired by a simple, yet so very clear message, taped to the inside of the kitchen cabinet that held our rustic 70's leaf-patterned dishes. Short and sweet and posted at eye level the information could be read forward or backward to depict an "if than" or "because of" scenario. Dorothy Law Nolte penned the prose called *If A Child Lives With...* The piece inspires me for several reasons.

Simplicity rules the day. Even the consideration of just one line will cause me to pause and think. Consider how I was raised, how I have reared my children, how I treat my wife and friends and essential to my job, how I manage my human resources. And in turn the cause and effect of these interactions.

**The poem doesn't judge yet causes the reader to consider better judgment.** Disciplined encouragement, a kind word, positive examples and tempered discussion will usually generate growth and an end product worthy of the brief moment it took to be uplifting rather than burdensome.

Nolte's brief discourse, a reflection on human relationships

Through our careers each of us has had opportunities to work with managers who tore down or attempted to break our enthusiasm for the job at hand. At one of my previous employments my new boss, the GM, said to me on the first day at work, with no ambiguity or kidding around, "I wasn't in favor of hiring you and thought the Board should have hired your competition." Ouch. Other demoralizing situations I have worked included the spotless dishes I had washed that just never were clean enough, the lost golf ball unrecovered (well, I wasn't going to swim for it!) that cost me a tip and the time I was reamed for not cleaning out my sprayer at the end of the day; I guess I deserved that one!

Each of us has also worked with enriching managers. John Steiner, CGCS, at the White Bear Yacht Club would send me off at the end of the day with these words, "*Thanks for coming in today.*" Wow; such a simple reward... appreciation for the efforts I had put into my task. I wanted to return the next morning no matter the miserable weather or potentially difficult chore to be had. During those summers I learned to respect my boss, appreciate hard work and most of all love the vocation I would be doing the rest of my life.