Have you ever been watered in the heat of the day? The sun magnifies itself in the drops of water clinging to your sides. This doubles the heat and honest injun, I damn near die. You drink with your mouth. Is is too much to ask you to remember that I drink with my roots? Water on top of the ground does me no good. Please?

I too come from good families and bad. You've heard of some of my relatives: Blue, Bent, Fescue, Red, Buffalo, Crested Wheat St. Augustine, Bermuda, Carpet Zoysia – come to think of it I have a cousin named Knot There is Crab, Quack and an old Latin professor named Phragmites Communis, although we have never called him that to his face.

We try to keep politics out of it. Our job is to grow. Grow and spread. We make your house look good. Most of the time, we are neat and orderly but if we get carried away with enthusiasm and move into the drive all heck breaks loose. The man of the house doesn't mention it until the next punishment chore comes up.

We're his whipping boys. And girls He uses us to make others dislike grass He smiles with pleasure when his dog scratches his back on us. If there is any reincarnation, I just hope that guy comes back as a blade of grass. I'd like to be around to see it.

If he cuts his finger on the mower, it's major surgery. But if he backs the car out of the garage and mangles four or five thousand of us, it's not worth mentioning.

It's a lousy life, if you get the message. For the birds, but that's a cruel joke. I have a root system that is a masterpiece of lacy underpants, but does anybody ever look at it? Not unless I'm being spaded.

CONTRIBUTION

Ed Heath from Needwood Golf Club sent the following article both to us and to the National It is nicely done and he is the first one from our group to submit an article to them. The forms he includes are good and you might be able to utilize them if you have a need for something like this.

THE IMPORTANCE OF MANAGEMENT By: Edward J. Heath

A man once looked out over the vast Grand Canyon and said, "My God something has happened here." Yes, something had happened. For millions of years, nature, through the elements, pounded and ground the virgin soil to form this great wonder. Immersed in the pride of accomplishment looking out over your golf course, you realize it, unlike the Grand Canyon, did not completely materialize through nature. Other contributing factors influenced by your management ability have made it possible. Let us consider the following factors in achieving this goal: Planning training, directing, coordinating, and controlling.

First, for us to be proficient in our work we must plan. Planning improves with practice, and the more we plan the better we are able to organize the crew's work, as well as our own. Planning is a responsibility no man in management can escape. With the complexities we face today as golf course managers a long range planning program is needed. This program should be written down and concern all areas of the course over a years' period, so it can be run in an orderly manner. It should then be broken down and transferred into monthly, weekly, and daily facets of operations. This will tell you and the crew where, what, when, and how the operations will be carried out. These easy to follow forms have proved most helpful for us at Needwood. The monthly schedule is for the superintendent and the weekly schedule for the crew.

This type of planning provides us with our objectives on paper and by going over them with the crew, efficient teamwork can be employed. This way the schedule can be organized into a fluid operation without confusion and misunderstanding. Tell your men not only the how, but the why of their jobs. Another idea is to use those rainy days and winter months for classes explaining all the phases of maintenance. Not only will they benefit from them, but you will find yourself gaining new insights, Your men will become more interested in their functions and better understand the cycle of the relationship between what they are doing and why it is important. When they know the "why" they are better able to give their ideas. Remember, you can learn something from every man you meet. I have found these educational classes to work very well with some actually willing to devote their own time to attend.

Training is of the utmost importance in proficient management. The president of a large corporation does not have time to oversee all operations involved in his company. As it expands, more authority and responsibility is delegated down the chain of command. By training, you will be able to delegate authority and responsibility yourself, not only to your assistant, but to the entire crew. This will make for a better organized work schedule, and leave you more time to attend your tasks. Directing is the next step in good management One's ability to pick the right man for the right job is very important Different people attach different meanings to words, so be sure they know precisely what you have in mind. Most misunderstandings occur through lack of communication. Here again, if a man is told why he is doing something he is more likely to adapt his actions and interpretations to the purpose. Set-up policies and procedures regarding how things are to be done, and put them in writing.

Coordinating comes next in our management plan. If you have ever attended an assembly line plant you have seen the importance of coordination. The right part must arrive at the right time. Lack of coordination can cause some chaotic conditions A good example would be not making provisions for disease control during hot and humid weather. Coordination can better be achieved by the delegation of authority and responsibility and keeping everything simple. When different jobs are given, they must fit together so the job is done in a proper manner and on time. We must know when the job is to be started and how long it will take to complete.

Finally, the work must be controlled. Ask yourself these questions: How well are the men performing? Is the job being done in the desired manner? Are they putting out work of satisfactory quality and quantity? Most of us use a form of controlling when our men fill out a time distribution card on each job performed. We must set up standards to measure so a uniformity can be achieved. You have an idea of a fair days work, but does the employee?

In conclusion let us remember that management is our key to success. Each of the steps is a vital component in reaching your goals as a successful golf course manage, and a well planned and attractive course will be the end product of your proficiency. It's not what you know, but how well you use what you know!

MON	TUES	WED	THUR	FRI	SAT	SUN
1	l	ı	ı	l	1	6
2	14	5	6	2	6	7
3	6	3	7	3	7	
4	7	6	9			
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MAINTENANCE SCHEDULE					EMPLOYEE ASSIGNE	
1. CUT GREENS					AVAILABLE	
2. " APRONS & TEES					JIM	
3. " FAIRWAYS					JOHN	
4. " ROUGH					BOB	
5. SPRAY GREENS					HOMER	
6. CHANGE CUPS & TEE MARKERS					SHORTY	
7. RAKE TRAPS					HOMER & PAUL	
8. VERTI-CUT GREENS					GLENN	
9. TOPDRESS GREENS					SHORTY & JIM	

WEEKLY SCHEDULE

April 6 - 12

AVAILABLE

JOHN



10. SOD

11. SEED