

E. Did you display positive mental attitude, desire, initiative, sincerity, interest, manner, poise, clarity, expression?

F. Did you express professional pride?

G. Did you leave a good impression?

7. Follow-up techniques.

A. Letter of thanks.

B. Telephone contact.

Remember that good preparation produces the best results.

Before we go into the subject of what are your responsibilities after you have secured a position, I would like to quote Waldo Emerson from his essay on self-reliance:

“No kernel of nourishing corn can come to him, except through his toil, on the plot of ground, which is given to him, to till.”

What can you expect to encounter in the first few months of your new employment as an assistant superintendent? You can expect to spend some time with the superintendent in the orientation phase of your position. This may be accomplished all in one day or a few hours for several days.

What will be your duties? What will be your area of responsibility? What records will you have to keep? What will the superintendent expect from you?

First of all, he expects loyalty, honesty and initiative. What is initiative? It is doing the task that you see needs to be done without being asked or reminded. Initiative means to be on the job a few minutes early and willing to stay a little after everyone else is gone. It means occasionally to spend some time with the superintendent to learn what his likes and dislikes are.

You are expected to cooperate fully with your superintendent. Respect his methods and desires. Always remain open-minded for suggestions. Ask your superintendent for his honest appraisal of your performance. Discuss with him any problems you may be experiencing. Respect the value of his experience in solving problems. Dismiss any thoughts of generation gaps. Be flexible. Combine the old and the new. His experience

with some of your techniques can always be compatible.

You should acquaint yourself with the budget limitations. You should help to enforce your superintendents directives in accordance with his established policies. Don't take advantage of the lenient or congenial superintendent. Don't abuse any special privileges usually given to the assistant superintendent.

Steamboat Village Country Club

May 26, 1976

Dear Craig,

Heard you were still editing the newsletter so I thought I would drop you a line to let you all know how we are getting along out here in the wild west. We had an early spring this year by comparison and were able to get on the golf course around the 25th of April. Tulips and daffodills are just now at their peak and we will be putting our annuals out about a month from now. We tried putting the petunias and the rest of the pretties out last year on the 22nd of June and on the 24th we had a killing frost that you wouldn't believe. So this year I'm not taking any chances at all on losing all my flowers to the elements.

I'm enclosing an article that was in a copy of the Purdue alum magazine a month or so ago — thought it was so good that you might use it for some filler along with my letter. The article was written by a student at Purdue and the thing that made me feel so good about it is the fact that so many people in the country seem to be going back to the flag waving patriotism that was popular several years ago. Anyway, I hope the guys out there enjoy it as much as I did.

The biggest thing that has happened here this year is the sale of the area. L.T.V. Aerospace is no longer the owner of the operation. It has been sold to a group of 7 private investors for an as yet undisclosed sum. But you can bet that a ski area, a seven story hotel, a plaza with 35 shops, a Robert Trent Jones 18 hole golf course, a tennis ranch and 1500 acres of residential and commercial land didn't come cheap. The sale will not affect our position at all and in fact it should make the job much easier in a lot of respects.

This weekend is Memorial Day and the start of a busy tourist season. The nice thing is that after Labor Day it is all over. We got through the winter with absolutely NO winter injury on the greens. We applied 3 applications of Calo-Clor before the snows hit and really had excellent results from it. We are getting places here and there that are showing some *Poa annua* and now that I need tri-calcium arsenate, you can't even find it on the black market. Oh well, some bad with the good I guess. Better wind this up. We are going to go fishing in the creek out behind the shop tonight after work — watch out trout. Hope all is well out there with everyone — best to all.

Denny

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