

## Give Some Thought To Your Crews, Please

by Walter C. Montross

As I sit here contemplating an article, my thoughts reflect back over this last winter's activities. Most of us had the opportunity to attend some excellent local conferences as well as the National. Also, many of us have spent the winter behind a desk—budgeting, inventing, and organizing for next year. But as I reflect, I become more and more appreciative of the people who allow me this time, the golf course maintenance crew. We as superintendents rely almost exclusively on these people to turn out a product that ultimately enhances our reputations. Yet, with the many monetary restrictions imposed on us, how do we encourage these people?

As many management theorists contend, once the basic needs are achieved by money, money no longer becomes the great motivator. As we ourselves respond to praise and encouragement, so does the crew. At Springfield Golf and Country Club, we try to do many things that further the enjoyment of a job well done. One thing I encourage is that any correspondence from the club offering praise includes a reference to the crew. I make sure all of this is posted. Another thing is to offer fair praise and, if needed, constructive criticism. The point is to be consistent and fair.

I think it is our duty to educate those who work for us. If they understand why they are doing something, they will generally perform better. We have tried to develop good camaraderie within the crew by organizing softball games against other club's maintenance crews. In the future maybe we could do things such as golf matches or bowling. Other things such as Christmas parties or taking the crew to a ballgame would let these people know you care. In conclusion, everyone has his own ideas on management, but let us not forget our most valuable resource, the golf course maintenance crew.

### MATCH PLAY (Continued from page 1)

Dave Fairbank 5 and 4; Mike Larsen crushed Jim Meier, 9 and 7; Dave Kroll beat Ron Hall, 3 and 1; Ken Braun defeated Bill Emerson, 4 and 3; Gerry Gerard beat Lee Dieter, 2 and 1; Wayne Evans won by default from Mike McKenzie; Grant Pensinger defeated Ken Ingram, 4 and 3; and, Walter Montross edged Stanley Lawson, 1 up.

Still to be played are matches between Ben Stagg and Earl Mason and between



Past President Stagg and his guest, Peter J. Williams of Royal Melbourne Golf Club, at the Evergreen meeting.

## Supt. Peter Williams Visits From Australia

by Ben Stagg

At our April meeting at Evergreen, we were honored to have an unusual visitor from the land called "Down Under," Australia. The visitor was Peter J. Williams, who is superintendent — with the title of "Course Manager" — at Royal Melbourne Golf Club, one of the great golf courses of the world. Peter is in the United States as a 1983 Churchill Fellow, making a 10-week tour of golf courses and installations that will add to

his experience and knowledge.

Peter Williams started at Royal Melbourne as a lad of 14 and spent the next 6 years earning his qualification, including courses in horticulture, turf management, and landscaping taken at night or on weekends. His career was interrupted by two years of army service (he was with the Australian contingent in Vietnam), but he came back to Royal Melbourne to work four years as assistant superintendent before becoming superintendent. With 8 years in that post, he has a total of 23 years at RMGC. Married, Peter has three children, two girls, 10 and 4, and a boy, 8.

His 10-week trip is taking him to 10 states. He flew into San Francisco and visited Olympic Club and Monterey Peninsula. He drove up to Davis to look in at the University of California's agricultural school, then went to Los Angeles to see Riverside and Industry Hills before going to Lawrence, Kansas, for a visit at GCSA headquarters. Still on his agenda are a trip to the New York-New Jersey area and one to Florida, where he will consult University of Florida specialists on nematodes and visit West Palm Beach. Knowledge that he picks up on the trip will be disseminated in Australia through the university system and turfgrass extension service.

Peter was quick to point some of the major differences in golf here and in Australia. Motorized carts are a big variation; Royal Melbourne has only two, for use by physically handicapped players. Golfers there like to walk, for health and companionship and pride themselves on playing in 3½ hours or less.

Nick Vance and Virgil Robinson.

Pairings for June 14 are:

Bill Neus vs. winner of Stagg-Mason match

Craig Rhoderick vs. Tom Regan

Grant Pensinger vs. Walter Montross

Alex Watson vs. Sam Kessel

Bob Orazi vs. winner of Vance-Robinson match

Dick Gieselmann vs. Mike Larsen

Gerry Gerard vs. Wayne Evans

Dave Kroll vs. Ken Braun

There will be a blind bogey for all non-contestants who play at Andrews on June 14, and other tournaments will be run in the future while the match play tournament is being completed. The \$5 entry fee for the match play event is a one-time fee, Golf Co-Chairman Walter Montross announced. Members not playing the superintendent-pro should check with Walter for arrangements to play at another course on May 10.