Vance and his crew did an excellent job preparing the course for us. A lot of fun was had by all. Great job Nick!

The winning team of Bill Shirk, Mike Legere, Walter Montross and Ed Walker posted an outstanding 62. Second place went to Scott Wagner, Ken Ingram, Gary Angell, and Larry Cosh with a 63, and a match of cards, over third place winners Jeff Vance, Ed Cashman, Bob Mortensen, and Mitch Williams.

Again, thanks to our sponsors of the fun prizes, which help make each event a little more exciting!! The winners were: Mike Legere, straight drive (Ace Tree), Tim McMahon, long drive, (Finch Turf), Bill Neus, closest to pin, (Prolawn/ Bergamo), Lee Dieter, Closest to pin, (T.R. Sroots), Tony Shore, closest to pin, (George Riddle) and George Renault, closest to pint (Ault, Clark & Assoc.).

UPCOMING EVENTS

October 8
Annual Championship at River Downs
October 21
MET Tournament at Maryland Golf & CC
November 12
Open Play at Caves Valley

Ten Simple Tips for More Effective Management

Management has never been easy. But these days, managers face potential pitfalls every single day. Even seemingly inconsequential actions can end up breeding complaints, problems and conflict.

If you’re trying to prevent management blunders, stay tuned. Here are ten of the most common sources of management problems you’ll encounter - and common-sense suggestions you can use to keep those problems at bay.

1. Failing to Communicate. A well-informed group of employees is one of the most important ingredients of a healthy, upbeat workplace. But don’t just communicate the big picture. The seemingly little things - the broken coffee pot, slight changes to the work schedule, the new format of payroll checks - are often just as important to employees. By talking about the little things, you’ll prevent gossip and rumors, and foster a sense of ownership.

2. Failing to delegate. This is a common problem among inexperienced managers. By delegating liberally, you not only keep your own desk clear, but you give employees the opportunity to solve problems on their own, and grow toward their own potential.

3. Taking things personally. Sure, you’re angry when an employee is late three days in a row. Or when an important task isn’t completed on time. But remember: when you turn a

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Ten Tips
(continued from page 11)

a work-related issue into a personal one, you can easily spark per-
sonal animosity on the part of the people around you. Always
maintain a professional objectivity and decorum, whatever the
issue and however upset you might feel inside.

4. Failing to set parameters. Every management style implies a
certain set of employee expectations. So if you’re the type of man-
ger who likes to be alerted the instant an inventory problem
occurs, for example, let that be known. On the other hand, if you
expect employees to suggest recommendations along with
reports of problems, communicate that expectation. Whatever
your broad expectations, be sure your employees understand
them.

5. Holding in the big stuff. Imagine a manager becoming
increasingly dissatisfied with an employee’s performance, but say-
ing little or nothing about the problem until the employee’s
annual review comes up. The employee ends up being shocked,
and much of the potential for improvement in the situation is poi-
And when you must criticize, use the occasion as an opportunity
to develop positive objectives with employees.

6. Forgetting to say “thank you.” True, a manager’s life is very
busy. And it’s unproductive - and insincere - for a manager to offer
constant thanks. But an occasional word of praise for a job well
done or even for commonplace dependability affirms your
employees’ value. They appreciate your gratitude; most employ-
ees need your gratitude to perform at their peak.

7. Failure to motivate. It’s easy to assume that the weekly pay-
check alone motivates employees. But experienced managers
know this isn’t true. Other motivators - benefits packages, oppor-
tunities for personal and professional growth, friendships on the
job, the opportunity to learn - can all be vital to employees. The
wise manager discovers what triggers the interest of each
employee, and responds accordingly.

8. Treating everybody the same. At first blush, you’d think that
managers should treat every employee identically. That’s only fair,
right? Wrong. No two employees the same skills, temperament or
experiences, and no two employees need exactly the same kind
of supervision. Some employees need a fixed routine. Others need
the opportunity to demonstrate creativity. Some need an oppor-
tunity for highly structured relationships with a supervisor. Others
need constance feedback. Figure out what each employee needs
to do the job effectively. And treat each employee accordingly.

9. Failure to obtain information. Poor or missing information
leads to poor decisions. Information is the lifeblood of any man-
ger. Information comes from formal employee reports, but also
from casual conversation, conferences, informal networking, even
by walking around. Keep three or four information channels open
to you, and you’ll minimize unpleasant surprises.

10. Failure to demonstrate loyalty. Managers usually expect
employees to show loyalty to them, but often forget that loyalty
is a two-way street. You can demonstrate loyalty by making
affirming comments to employees, wishing them well on special
occasions, paying attention to their personal needs, and using
their mistakes as mutual learning opportunities.

Here’s an extra eleventh management blunder: lack of planning.
This malady leads to mismatched priorities, poorly fitting sched-
ules, and improper allocation of your and your employees’ time.
Clear goals and objectives, coupled with the right schedules and
action plans, keep you and your employees on track.

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