

WANTED

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JOB OPPORTUNITIES - Assistant Superintendent and Golf Course  
maintenance personnel CONTACT Ed Watson 707 255-6430 after 6:00 p.m.  
3990 Solomon Ave  
Napa, CA 94558

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MEMBERSHIP

Rogelio Martinez, Salinas Fairways, Salinas passed Class B exam

New Members

Richard Saxton, Almaden CC, San Jose Class D

Don Naumann, T & T Distributing, Los Altos Class F

Don Scott, Don Scott Associates, Pleasanton Class F

Steve Carlton is located at Los Coyotes CC, Buena Park.

Norm Stewart, Secretary, new address 791 Wolfe Road, Sunnyvale 94086  
phone Area Code 408 738-1645. He is under a present six month temporary  
civil service status at Moffett Field Golf Club, Naval Air Station, Moffett  
Field, California

Joe Andrade, 338 Plantation Court, Vacaville, CA 95688

John Engen, 11076 Harrison Dr, Sonoma, CA 95370 AC 209 532-0391

John Steiner, 1323 Glenwood, San Jose 95125 AC408 286-0111

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Northern California Turfgrass Council -

Seminar Date - Wednesday, October 4, 1978

Goodman's Hall, #10 Jack London Square, Oakland, California

Exposition -- January 24-25, 1979

San Mateo County Fairground

Additional information contact N.C.T.C., P. O. Box 268, Lafayette,  
CA 94549

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GOLF PLUS THE AMERICAN FAMILY - Jack Baker, H. V. Carter Co., Oakland

It has been stated recently that recreational activities take up almost  
85% of the time of the families of America. This of course includes:  
Golf - Boating - Baseball - Basketball - Hockey - Soccer - Tennis -  
Swimming - Skiing - Fishing - Hunting - Bowling - Hiking - Track - plus  
a host of other sports, not necessarily in any order of importance.

Of this group there are principally spectator sports but the ones most important are those in which the whole family can participate and at the top of the list we find GOLF - BOWLING - TENNIS - WINTER SPORTS - BOATING - again not necessarily in order of popularity.

GOLF as a family-participation activity is something that should be continuously promoted as it will provide not only competition but involvement of the entire family-group including both sexes and most important of all be the catalyst in uniting the American Family. Providing the "arena" for such unification is and should be the aim of every Golf Course Superintendent - make it convenient, attractive and challenging.

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BUDGET YOUR TIME -- DELEGATE from GCSAA Fore Front

Most people are familiar with the concepts of budgeting their money and spending it in ways that give them maximum benefit. But too many "money-smart" people are spendthrifts with their time.

One of the prime offenders is the manager who believes he must be personally involved in every aspect of his operation. This person has forgotten that a good manager is one who has trained his staff so well that he could walk out of his office at any time and be assured that routine decisions will be taken care of as well as if he were present. The superintendent who understands this and who has trained his staff to take care of the day-to-day mechanics of running a golf course is the one who has time and energy to devote to trouble shooting and long-range planning.

The key to effective delegation of routine decisions is to make it clear to your employees just how well informed you want to be about the actions they take on responsibilities you have given them.

How much independence you give a particular person should depend on the skill and experience he has. The ultimate in delegation is to allow him to make decisions and act on them without informing you.

Another form of delegation is to ask a staff member who has brought a problem to your attention to explore various ways of solving the problem, evaluate the alternatives, make a decision, and tell you what he has decided. You will then have a chance to discuss the situation in more detail if necessary. This is an excellent way to assess an employee's ability to make good decisions.

Effective delegation lets you win in two ways. You save your valuable time by not getting involved in minor decisions others can handle, and you also take an important step in training your staff. This on-the-job training increases an employee's value to your organization and contributes to good morale and teamwork. Continued back page