

SUMMER INTERNSHIPS - 1988

To provide work experience opportunities in turfgrass management; golfcourse development and maintenance to U.C.D. college students. College students with academic and career interests in golf course management will be seeking work experience opportunities for this summer, 1988.

If you are interested in providing a Summer position please submit a position description by March 10, 1988 to: Cliff Rourke, Riverside GC, PO Box 13128, Coyote, CA 95013 (408) 463-0558.

Students will be placed on your regular payroll or an educational stipend can be arranged with U. C. Davis.

Students may, depending on the educational opportunities of the work experience provided, pursue academic credit for their experience.

Students will be available from July 1st thru September 20th. Last year's compensation rate ranged from \$5.25 to \$6.50 per hour. This is entirely up to the employer. This is the 3rd year that the Association has offered summer employment/internships to students

at U.C. Davis, with each year increasing in popularity by both parties.

GOLF

At Diablo Creek GC

LOW GROSS:

Craig Kilcoyne 73

Howard Fisher 75

Mike Clark 76

Corey Eastwood 76

Ross Brownlie 78

Al Brownlie 78

John Flachman 78

Mike McCraw 78

LOW NET:

Mike Ginnelli 66

Jim Kerrick 68

Kurt Bosted 70

B. Dauterman 71

Don Naumann 71

John Lloyd 72

B. Klinesteker 72

T. Stratton 72

TIPS AND TRICKS

The Newsletter is soliciting ideas from members and their staffs for ideas which they are using in the course of their work, either for saving time, money, or making their job easier and better.

A second request is for members to submit any problems they may have had or are now having and need help with. Problems may be submitted anonymously if desired.

Tips cont.....

GCSANC would put together a panel of professionals to answer the queries. Both questions and answers would be published in the NEWSLETTER.

COOPERATION: KEY TO DISCIPLINE

Effective discipline is not achieved through close monitoring of employees - rather it is achieved by winning the cooperation of your employees.

1. Establish the reason for a desired action. To encourage workers to take action, you should first show them why it is necessary. Explain the reason in detail and be sure you've made yourself clear.
2. Correct negative actions immediately. If you don't speak up when a rule is broken, you're implying that you don't care. Soon your employees will establish bad habits that are impossible to break.
3. Challenge your workers. People like working towards attainable goals. It gives them a sense of satisfaction to do their work. But the key word is "attainable". Don't set such high goals that your people can't reach them. That will only lead to discouragement and will cause

workers to rebel and not try at all.

4. Admit your mistakes. If you don't you'll have to lie about them, hide them, or blame them on others. This may work for a while, but when the truth comes out, you'll have lost the confidence and respect of your employees. If your employees don't respect you, they're not likely to cooperate with you.

5. Don't argue with employees. If angry workers approach you, let them get whatever is bothering them out in the open. Try to delay giving an immediate response by suggesting that you'll check into the problem or think it over. Then set up a second meeting later in the day. This way angry workers have a cooling-off period. When you're armed with facts, and the angry employees are calm enough to listen - then give your point of view. Try to find some common ground on which to base your discussion. If you can agree with some of the employee's points, it will be much easier to settle the ones on which you differ.

6. Have high expectations. When expectations are high, performance level is high also - expect the best from your workers and that's what you'll get!