

## CLASSIFIEDS

### Employment Opportunity

#### Assistant Superintendent Needed

Tahoe Donner Golf Course

Seasonal position available April 1, 1994.

**Requirements:** 2 year degree in Turf Management, Horticulture or related field. Pesticide Applicators license or in training. Mechanical and irrigation skills helpful.

**Experience:** 3 years on golf maintenance staff

**Other:** High achiever, self-starter and motivator

**Salary range:** \$2,100 to \$2,600 per month D.O.E.

**Send Resume to:** Joel Blaker

11509 Northwoods Blvd.  
Truckee, CA 96161

### KNOW YOUR LIMITS

*Continued from page 5*

taken by the USGA Green Section staff. In fact, the fastest green measured by Bill during this survey was (put on your seat belt!) *8 feet 6 inches!*

What is the average green speed today? Well, the answer depends on which month of the year you are talking about. As I mentioned earlier,

the grass grows better in the spring than it does in the summer. In the spring, the greens can be cut much shorter and average speed is probably close to 9 feet. But, in the summer the grass must be cut higher, so the average speed should be closer to 8 feet.

If you need more help educating your golfers on the topic of putting green speed,

## Designing A Training Program

Need a custom-designed training program rather than an off-the-shelf one?

Here's some advice from Fred Tietz, senior consultant for The Dreiford Group of Bethesda, Md., on how to design that program:

☐ **Focus** sharply on outcomes. What do you want participants to do? How will you know if all of those involved feel the program was effective? What should they say when it's over?

☐ **As you** move along, keep checking with appropriate government agencies or your upper management to be sure you're on track.

☐ **Determine** the participants' experience, education level and exposure to training. Different learners need differ-

ent training techniques.

☐ **Keep in mind** that successful training programs require improving knowledge, skills and attitudes. Many programs neglect attitudes.

--For **technical knowledge**, focus on classroom work and written assignments

--For **skill building**, concentrate on simulation and role playing, or hands on.

--For **changing attitudes**, think of case studies, role modeling or bringing in someone who can personally describe the benefits received from similar training.

☐ **Plan a pilot** program using a true cross-section of learners. Later, modify the program based on the pilot's results.

and other topics relating to course maintenance, let me suggest inviting them to our upcoming Regional Conferences co-sponsored with the Northern and Southern Golf Associations. The Southern

California conference will be held at the Hyatt Regency in Garden Grove on March 15th, and the Northern California conference at Castlewood Country Club in Pleasanton on March 16th.

## SUPPORTER LISTING

### SCOTTS PROTURE

Fertilizers - Poly S and new Triaform technologies  
Herbicides, Fungicides, Seed, Soil, tissue, water and turf disease testing  
Chuck Dal Pozzo, Sr. Tech. Rep 510/791-8985

### RUSSELL D. MITCHELL & ASSOC., INC.

Providing quality irrigation design and consultation services including bid document development, hydraulic analysis, and field staking.  
510/939-3985 510/932-5671 FAX

### CALCIUM

Pacific Pearl Oyster Shell -- the most efficient calcium for turfcare pros. Available from your fertilizer dealer.

For technical assistance call John Mazura

Jerico Products, Inc. 707/762-7251

### MEDALIST AMERICA SEED

Complete line of turfgrass seed - Blue, Bent, Rye, Fescue, Bermuda. Highlights: Triple-A, Fults, Medalist Gold, Sundevil, Premium Sod, Putter, Amigo  
Blends are our specialty!

Mike Tentis 800/742-0463