

USGA

Ten Ways To Boost Morale

By Pat Gross, Agronomist
USGA Green Section, Western Region

Does this statement sound familiar? "Growing grass is the easy part. The biggest pain for me is managing employees!" A big part of the problem may be morale. Morale is a vital part of any organization, especially if budgets are tight and the work load is heavy. Giving your staff a huge pay increase would help lift their spirits, but this is often a short term solution that fades away after a few months. Offering other perks and making the job more enjoyable can go just as far as to improve employee morale and job satisfaction. Here are ten suggestions for things you can do to boost morale with the golf course maintenance staff.

1. **Special Lunch** — Having a barbecue or ordering pizza for the staff can be fun, especially after many weeks of hard work preparing for a special tournament or after overseeing.

2. **Humor board** — Designate one bulletin board as a place to post cartoons, jokes, humorous photos, etc.

3. **Field trips and meetings** — Try to send key staff people (assistants, foremen, mechanics, irrigation technicians, spray technicians) to meetings and seminars as often as practical. Other staff members could benefit by visiting a neighboring course for a game of golf or just to see a different course and learn how they do things. If a local course is hosting a tour event, you may even wish to volunteer part of your staff to help with course preparations.

4. **Bet on it** — Betting pools for the Super Bowl, World Series, or golf championships generate excitement and are perfectly legal as long as all money you collect is distributed.

5. **Photographs** — Keep a camera at work and take pictures of a job well done for posting on the employee bulletin board. This gives recognition to the individuals

responsible for the work and encourages others to do the same good work. Taking a "family photograph" of the staff is another way to boost morale and let visitors know you are proud of your staff.

6. **Keep a clean shop** — Employees appreciate working in clean surroundings. Keep the shop clean and insist that your employees do the same.

7. **Golf events** — Organize an annual or semiannual golf tournament for your staff. You can play against other departments or have a four-man-scramble; even compete against neighboring courses. (It's amazing to me how well groomed the course becomes when the employees are preparing for their own event!)

8. **Employee of the month** — Some clubs offer a small bonus to the employee of the month from each department. This can be awarded during a monthly luncheon for the honored guests at the club house or at a nearby restaurant.

(Continued on Page 7)

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Naumann's NorCal News

Rich Scholes has left Rancho Murietta CC to become the superintendent at Corral de Tierra CC in Salinas. He says he is looking forward to the challenge of maintaining 18 holes again after years of 36 holes at R.M.C.C. . . . Doug Holcomb is the new superintendent at Delta View GC in Pittsburg. Doug was the assistant superintendent prior to his promotion. Doug is

replacing Carl King who has moved on to other challenges.

The recent wind storm in the bay area has caused unbelievable damage, widespread power outages and short tempers. Palo Alto Muni G.C. seems to win the dubious prize of the most amount of tipped over trees at 40. Many other courses have experienced range netting down, fallen branches and flooding.

Ten Ways (Cont'd)

- 9. **Be cheerful** — Be sure to smile and say hello to your co-workers and staff. Your cheerfulness and enthusiasm can be contagious.
- 10. **Keep things in perspective** — Remind yourself and your colleagues that things aren't as bad as they sometimes seem during the stress of the moment.



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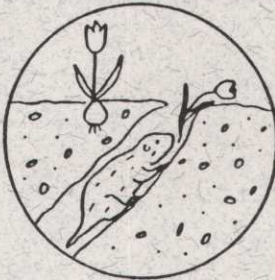
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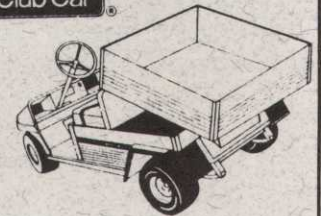
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