

Strictly Business

By Bob Costa

In last month's Strictly Business, I described the job search as a three step process, and summarized the persecutors for performing a personal evaluation. The outcome of that exercise was a list which defined the qualities you would seek in a new position. The objective now is to match those qualities with potential positions. A procedure I refer to as the search.

The process of searching for a position that matches your employment needs is not an easy one, be prepared to be frustrated and to have your patience tested. What's important here is to maintain realistic expectations, don't assume you will be successful overnight.

There are many resources that can be used to uncover potential job opportunities, none probably more important than contacts. A word of caution here, depending on your employment status be selective as to whom you "get the word out to". Most people

are not very good at maintaining confidentiality, and we shouldn't have to go to Disneyland to be reminded that "it's a small world". Talk only to those people who are really in a position to help you, and that you can trust. Tell as few close personal, or business associates as possible.

With that said, now is not the time to be shy. Don't be afraid to develop new contacts. You should develop an intimacy with your telephone which you never knew before. If your interest is in new projects, contact those who are in the know, well in advance of the project being started, such as construction firms, architects, developers etc. There are publications which do nothing but list pending projects and trade magazines which highlight development. Use them as a resource. Standard referral services can be helpful too, but don't count on them to be your only source for a new job. The point is to be resourceful and aggressive. The old adage, "No harm, no foul," is

well applied here.

As you begin to cast your bait into the employment waters you're likely to have a few nibbles, have your bait disappear, and get hooked on a few rocks. **Be patient.** If you are fortunate enough to catch a few, don't assume their keepers. It's time now to do a little research.

Research involves undercover work, asking a lot of questions of a lot of people. The purpose is simply to determine whether or not the job you have an interest in has the potential to meet your employment needs. Again, rely on your contacts for some of this information. Talk to current or previous employees, including the superintendent, or schedule a preliminary meeting with someone involved with the project or operation. Some of this vital information can only be obtained as part of a formal interview. I'll discuss how that can be accomplished next month when we talk about marketing. ♦

Rebuilding Greens (Cont.)

should check local suppliers and submit various gravel samples to the laboratory for comparison against your root zone. It may take extra time and testing but it could save you the time and expense of installing the intermediate layer. Generally, a good 1/4" gravel with an angular to sub-angular shape will meet the criteria, but again, have the material tested. Keep in mind that the gravel can be too small and end up pulling water out of root zone.

Finally, one of the most

interesting changes in the 1993 USGA Recommendations was that the gravel layer does not have to conform exactly to the subgrade. This means that you can slope the subgrade for optimum removal of water and then shape the gravel blanket to conform with the finish grade of the root zone. Shaping the gravel blanket will be difficult unless you have an angular to sub-angular gravel. The gravel blanket must be a minimum of 4" deep but can be deeper as long as it follows the general slope of the subgrade.

Now that all the materials have been properly selected, it's time to build the green. Next month, Mike Huck will write Part IV of the series - Putting It All Together, Quality Control During Construction. ♦

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