

THRU THE GREEN

EDITOR

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OUR OBJECTIVE: The collection, preservation, and dissemination of scientific and practical knowledge and to promote the efficient and economical maintenance of golf courses.

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(For Golf Course Superintendent Coaches)

Being a successful golf course superintendent consists of more than teaching fundamental skills and manipulation textbook agronomic principles into workable golf course applications.

Motivating crew members to work hard and believe in themselves is also a full-time task.

Whether we like it or not, we're also salesmen, communication specialist, and psychologists. It all comes with the territory.

In other words, golf course superintendents are coaches.

In a nation that is becoming one in which apathy and satisfaction with mediocrity is the rule rather than the exception, why not consciously manage your crew as a team in the sport of golf course management?

After all, sport offers participants the opportunity to pursue excellence and overcome adversity, and in the process to extend themselves to the limits of their ability.



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Although we face a multitude of tasks much like coaching in our work (e.g. scheduling, budgeting, maintaining equipment and facilities, paperwork, etc.), the coaching task itself can be reduced to two areas, teaching and motivation.

We teach crew members the skills, patterns and strategies necessary to operate in our sport, and then we motivate them to give their best efforts in "playing the game".

Obviously, the better teacher a coach is, the more his/her players will learn in terms of skills, patterns and strategy-assuming that the coach possesses a basic understanding of the skills, patterns and strategies associated with the sport.

What is not so obvious is the fact that motivation involves far more than pep rallies, slogans, and inspirational talks.

The best coaches in the business are, with exception, totally committed to excellence in their coaching. In order to build a successful program, you must first develop your own set of philosophies and techniques. There is no such thing as a prototype coach.

Bobby Knight is supposed to be too intense, and too tough on his players to get many of the top basketball prospects nowadays. But have

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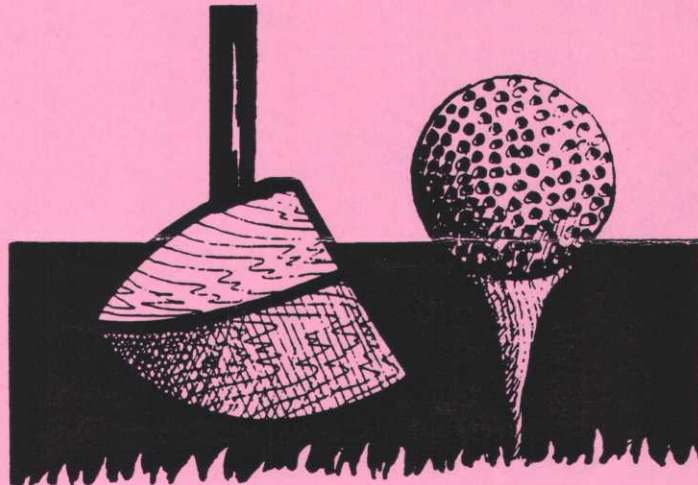
**Golf Course Superintendents Association
of Northern California**

Presents

First Annual Golf Tournament

to benefit

Scholarship/Research



Monday

May 10, 1993

Rossmoor Golf Course

Host: Joseph A. Rodriguez, CGCS

**Don't miss the opportunity to help your Association and Industry by
participating in this exciting event**

This vendor sponsored golf tournament offers:

- *Scramble Format**
- *Longest Drive**
- *Straightest Drive**
- *Closest to the Pin**

Meeting Agenda

Board Meeting: 7:00 am Creekside Clubhouse

Regular Meeting: 10:00 am Fairway Room

Lunch: 11:30 am Bar-B-Que
Cost: \$15.00

Golf: 1:00 pm Scramble
Cost: \$15.00

Dress Code: Casual - No Jeans

Limited carts (10) are available for those who really need them! Carts are courtesy of our Pro, Mark Heptig.
PLEASE WALK IF YOU ARE ABLE! It's good for you.

Directions:

FROM SOUTH: Take 680 north to South Main Street off ramp. South Main Street to Newell Avenue. Left of Newell Avenue to Olympic Boulevard. Left on Olympic Boulevard to Tice Valley Boulevard. Left on Tice Valley Boulevard to Rossmoor.

FROM NORTH: Take 680 south to Newell Avenue exit. Right on Newell Avenue to Olympic Boulevard. Left on Olympic Boulevard to Tice Valley Boulevard. Left on Tice Valley Boulevard to Rossmoor.

FROM WEST: Take Highway 24 to Pleasant Hill Road exit. Right on Pleasant Hill Road to Olympic Boulevard. Left on Olympic Boulevard to Tice Valley Boulevard. Right on Tice Valley Boulevard to Rossmoor.

you checked Knight's career won-lost record lately?

Many people who are opposed to Knight's philosophy and techniques keep hoping he'll fall flat on his face, but every year the wins keep piling up for Coach Knight.

Regardless of whether outside observers agree with your coaching style, you must make it work with the people who really count: your team. It is important that you surround yourself with a crew that will accept your style as best for them.

You, as coach, need to decide what kind of players you want on your crew. Selection of team members should be based at least in part on the basis of respect for you and other teammates.

It's all part of the "weeding-out" process when entering a new program or rebuilding an old one.

You'll need a good head assistant who shares in your sense of direction.

The key to a good relationship with your assistant(s) is contained in a single word: **Professionalism.**

As a coach, you will constantly transmit your values to your players, whether

consciously or unconsciously. Sometimes you'll lose players whose values differ widely from yours.

Most of the athletes (employees) you come in contact with will accept your values as best for the team. Many of those players will, in fact, adopt your values into their own lives, which is probably the most important and lasting contribution you'll make to the people who comprise your team.

As mentioned previously, coaching styles vary with the individual. But, by examining a coach's program closely, you can see some basic guidelines by which they adhere.

1. Consistent relationships with their players. This doesn't mean that you have to treat all players alike; rather, it means that your players have the right to fair and equal treatment, whether in disciplinary matters or in helping them to solve personal problems.

If you can't be consistent in your administration of a rule, you should get rid of the rule. If you can't be up front, open and honest with your players, you shouldn't expect to develop an atmosphere of mutual trust and respect among your players.

2. They don't treat all players alike. They know who can be pushed and who requires pulling. Your players' motivations as well as their personalities vary widely. Some thrive

on praise and compliments. Some players need the incentive of sharp criticism to stimulate them. If you study your players individually, you'll learn what motivates them best.

3. Great coaches are never too busy to listen to their players. Communication is a two way street.

4. No matter how hard they drive their players, they treat them with dignity and respect. Don't rob them of their pride.

5. They are always searching for team leaders. Peer pressure is normally a powerful motivating force. Good team leaders can simplify your tasks enormously.

6. Organization. Good organization is a habit. Good coaches are good administrators. They can't afford not to be!

You still may not consider your crew a team in the sport of golf course management. Or, if you do, you may not agree with my viewpoint. But, you need to be aware that my philosophy of management exists, if for no other reason than to prepare your crew to work harder when going up against teams like mine.

Best of luck...Coach!


Article seen in The Grass Roots, Jan./Feb. 1993 by Chad Eberhardt

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PRESIDENT

Brian Bagley

The Villages Golf & Country Club

It's that time of year again for making speeches. It goes without saying that my three years on the board has been a very rewarding and enjoyable experience. It is a great feeling to know that you are an integral part of the association. As President I would strive to continue the board's "sense of commitment and professionalism," mentioned in Mike Garvale's Presidential Candidate statement two years ago, and exemplified by both Mike and Rod.

Thank you.

VICE PRESIDENT

I've been a superintendent now for eleven years. Six years down in Central Chapter and now five years here in Northern. I would like to continue on the board to serve the membership. I would also say we need to get more people involved. We as board members need to know what you think about important issues facing our industry.

Find out about changes that will be facing us and let us know how you feel. Don't wait for the changes and then complain the association isn't helping you. Some of these answers need to be addressed on a state basis or a national basis. We need the members to make an impact. We may not want exactly what another chapter wants but if we can't come to an agreement we will both be denied.

Think about environmental issues and pesticide regulations and the general public opinion of us, These are thing we need to find about and change. It will take a lot of work from everybody. Let us know what you want and how we can help each other, and if I can help by being on the board then I'll be happy to do so.

MICHAEL BASILE

**SANTA CLARA
GOLF & TENNIS CLUB**

RANDAL GAI, CGCS

CLAREMONT COUNTRY CLUB

I would like to run for the office of Vice President of the Golf Course Superintendents Association of Northern California. After having served on the Board of Directors for one year now, I feel I have the time needed to help continue the movement of our Association in the progressive positive direction set forth by our immediate past presidents.

Thank you.

Randy Gai

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**RICHARD LAVINE, CGCS
PEACOCK GAP GOLF & CC**

Following graduation from Cal Poly, Pomona in the mid-seventies, I have been the Golf Course Superintendent at Spyglass Hill G.C., Castlewood CC., Marin CC., Meadowood Resort, and now at Peacock Gap Golf & CC. I have served on the board and as Vice President of the Northern California Turfgrass Council, and I was a board member of this association 1983.

during my tenure on the board, I would like to see our association, along with our state association take a more pro-active approach in the environmental and regulatory arena. I feel our survival as an industry depends on this.

I look forward to working with the board and the entire membership for the continued improvement of our association and our profession. I ask for your support in these endeavors.

Rod Kilcoyne called to ask if I would be an additional candidate for the office of Secretary/Treasurer. I accepted. Both candidates are conscientious and bring experience to the ballot. It remains to be seen if either can fill the shoes of Dave Sexton.

There might be an assumption by the membership that I seek a higher office. I do not. Members should select the candidate that will get the job done.

As Secretary/Treasurer I will suggest all Association financial statements be subject to annual audit by an independent agency. Also, as a board member I will suggest that more information about safety and loss prevention be disseminated to the members through our monthly newsletter. Today, this information is equally as important as environmental issues.

My background is as follows:

- Golf course Superintendent since 1971
- Member of GCSANC since 1974
- GCSAA sine 1977
- CGCS sine 1980
- Board of Directors GCSANC 1981-82
- CGCSA 1986-87


Also I served on both the nominating and auditing committees, GCSANC.

On election day run your finger down the ballot until you come to the "Moose" — with an "R". Remember, a vote for the Moose is **NOT** necessarily a vote for something large and ugly.

Thank you.

**ALLAN MOOSER, CGCS
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DIRECTOR

I have been a superintendent for the past six years and enjoy the challenges and diversity of the occupation. I am a willing candidate to serve on the GCSANC Board of Directors, because I feel it is important to participate and support the Association when you are able to. I would perform my duties to the best of my ability. Thanks.

**BILL KISSICK,
CGCS
SALINAS GOLF & CC**

**DAVID SEXTON, CGCS
MEADOW CLUB**

My name is David Sexton and I am the Superintendent for the Meadow Club Golf Course in Fairfax. I have been at the Meadow Club for almost twelve years and before that I was at the Ojai Valley Inn for four years.

I have served on the Board of Directors for our Association for the last two years, one year as Chairman of the Membership Committee and for the last year as your Secretary/Treasurer.

I have felt it has been an honor to have served with some of the finest individuals in our Association. I would feel privileged to serve as a Director and to contribute to the many important programs and direction that they have given our Association.

I am Leon Snethen and have been superintendent at Saratoga Country Club since January 1, 1990. The superintendents association has given me a great deal of help and information to aid in the performance of my job.

**LEON SNETHEN
SARATOGA CC**

It is now time for me to return to you and our organization the experience of my varied background in business and construction management, equipment repairs, employee relations, including common sense and fair play.

The GCSANC is and should be an organization to serve the needs of the superintendent. There should be a continued effort to aid all of us in ensuring compliance with the vast rules and regulations imposed on us by misinformed politicians, bureaucrats and the excitable public.

I will work to establish a point source of information to aid in the development of our specialized needs in training manuals, safety manuals, environmental compliance and risk management. There is a lot of information out there, but a lot is not specific to the state of California and our counties. I will need your help and support to develop information you feel necessary.

If elected I will listen to your needs and desires and convey to the board your feelings. I also give my commitment to attend all board meetings and take an active role in our Association.

Thank you for giving me the opportunity to stand on this little soap box.



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AFFILIATE

At last year's Annual meeting the Affiliate membership requested the opportunity to vote for the Affiliate representative to the GCSANC Board. There are two Affiliate Representatives, each serving a two year term. One position will come open at the end of this business year. Therefore, during the Annual Meeting, an Affiliate meeting will also take place. The order of business will be to elect a new board representative and discuss upcoming Affiliate activities. Please attend this meeting as nominations will be from the floor and voting will take place at this affiliate meeting.

April 21	Diablo Creek Golf Course
May 10	Rossmoor Golf Course
June 13,14	CGCSA Meeting
July 12	Supt./Pro Brookside CC
August 18	Oakland A's
September	Windsor Golf Club
October 4	Joint meeting with Sierra-Nevada Canyon Lakes CC
November	Institute
December	Christmas Party

NAUMANN'S NORCAL NEWS

Steve Good is now the supt. at McGinnis Park GC in San Raphael. McGinnis Park is a new nine hole course designed by Fred Bliss...Ted Horton has replaced Ed Miller as the Director of Golf Course Maintenance for the Pebble Beach Golf Courses...Andy Tittle has become the supt. at Southridge GC in Yuba County. Andy was the Assistant at Chardonnay GC in Napa prior to his move. Both Golf Courses (Southridge and Chardonnay) are under the management of Marriott Golf Corp. who is taking over the management of Blackhawk CC in Danville in April.




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