

THRU THE GREEN

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THRU THE GREEN

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From The President

2084 Golf In The Next Millennium

As I awake this morning, January 2, 2084, I get ready to begin my workday as golf and grounds manager at Peacock Gap Golf and Country Club. I turn on my computer monitor at home, settle in with my morning cup of Postum (coffee and all caffeine drinks were regulated as addictive drugs years ago) and with a few key strokes I determine the status of work in progress at the club. Our club, as well as most others are almost fully automated these days. Mowing, irrigation, nutrient release, and pest control, are all monitored and adjusted 24 hours a day.

The greens, tees, collars and approaches, fairways, roughs and banks are all mowed at night with our global positioning guided mowers. Once these tasks were performed and programmed into our golf maintenance computer (GMC), these tasks are run at night. Our golfers hardly ever see a mower. What about the noise you ask? With the advent of the trisulfide battery and the improvement of the solar charger, batteries power most of our equipment. Permits to operate internal combustion engines are too difficult to obtain anyway. These mowers

have self diagnostic programs and automatically adjust as needed. I can see on my monitor how well the mowers performed, and if there is any maintenance required. In an emergency, there is sufficient battery backup that these mowers will transport to the maintenance facility to await servicing, or simply pull off to an out of play area and shut down.

The irrigation system is also run with our GMC. In fact, it is linked to the mower program and will shut down a section if the mowers are near. The system senses the water needs of the turf, and continually adjusts to provide a near-perfect scheduling coefficient of better than 1.1. The system is linked to a satellite with infrared technology to determine soil moisture levels and in fact, the system will print out a map of hot spots if daytime syringing is necessary. Of course the GMC is totally linked with the pump station for maximum energy efficiency and the growth management system to release soil microbes as needed for nutrient, pest control, and growth regulators. If needed, the system will inject nutrients or other additives through the irrigation system. The irrigation system uses reclaimed waste water and storm water runoff, as do all commercial turfgrass areas.

Turfgrass has finally been accepted as the best filtering material for pollutants, and many varieties of very low maintenance grasses are used along highways and other public areas.

Let me tell you a little about our course. It was renovated about fifty years ago to keep up with the latest in technology. The course was lengthened to just over 8,000 yards to keep up with the latest in golf clubs and balls. The average golfer can now drive the ball 400 yards, including about fifty yards of roll due to our average fairway stimpmeter reading of 8 feet (yes, it's still around). The improved varieties of bentgrass on our greens these days allow us to mow at 3/64" and achieve stimpmeter readings of 15 feet. The USGA, as they approach their bicentennial year, is still preaching to us to raise our cutting heights to produce better and healthier turf. The members still want faster greens; maybe because they see US Open greens rolling close to 20'. Will it ever end? Have a great year!

Rich Lavine
CGCS

Office Notes

By Barbara Mikel

Happy New Year!!

I hope all of you enjoyed the Christmas Party as much as I. I would like to thank the Board of Directors, Members and especially Leon Snethen for presenting me with a new watch for Christmas. Now I have no excuse for being late!

With the New Year comes the GCSAA Annual Meeting.

I will be attending this year in February so the office will be closed from February 6, 1996 through February 25, 1996. I am taking this opportunity to extend an extra week to visit kids and grandkids. If you have questions which need an immediate answer, I suggest you contact one of the Board Members.

If you haven't renewed for

1996 by this time, you will be billed a late fee. This is a requirement of the Association bylaws and I cannot waive the fee so please don't ask. If you have a very, very good reason, I suggest you write the Board of Directors requesting consideration.

January General Meeting At Silver Creek Valley

Silver Creek Valley Country Club has been selected as the site for the January general meeting, scheduled at 3:00 p.m. on Thursday January 18th. Although the program will not include golf, it has the potential to be one of the most dynamic meetings of the year. Representatives of the Sierra Club and the Santa Clara Chapter of the Audobon Society will kickoff the program. Julia Bott and Craig Breon have been invited to discuss their views on golf course operations and their potential impact on the environment.

Following Julia's and Craig's presentation a general meeting of association members has been scheduled to discuss the affiliate agreement being proposed by GCSAA, as well as any additional topics of concern. The members of the board strongly encourage your participation and are eager to

hear your suggestions which will be used to assist in the planning of 1996 events and programs.

The afternoon concludes with cocktails and dinner in Silver Creek Valley's magnificent clubhouse facility featuring hors d'oeuvres, salad, grilled rosemary chicken and dessert.

All of you are encouraged to take part in this program which has been formatted in a manner that will provide opportunities for active discussion.

Scholarship Committee Report

The Scholarship Committee has received 16 applications from students from Shasta Community College to Cal Poly, Pomona. In order to be eligible, the students must either live in Northern California or attend a Northern California School. They must be enrolled in either turf management or ornamental horticulture classes, have a good GPA, and have letters of recommendations. The committee will be selecting the recipients by mid-January to be presented to the Board of Directors for their approval. Scholarship recipients will be notified following Board of Directors Approval.

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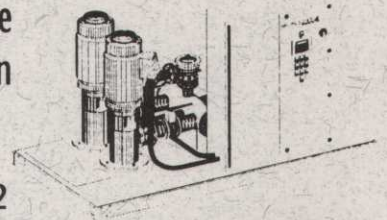
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Strictly Business

By Bob Costa

It's often been said that one of the reasons the position of Golf Course Superintendent is so demanding is that it requires a variety of skills. It's not uncommon during the course of a day to find yourself in situations that require skills in agronomy, politics, accounting, human relations, or public relations. Many times it has been said that our personal success, directly relates to our competence in these areas. There is no doubt much truth to those comments however, perhaps the most important skill, and the one that is most often overlooked is that of leadership.

Webster defines leadership as the act of directing, commanding, or guiding a group, or activity. Sounds a lot like a job description for a Golf Course Superintendent doesn't it? It stand to reason then, that our ability to succeed professionally, is hinged directly to our capacity to lead, rather than just our knowledge of agronomy, public relations, human relations or accounting.

What is a leader and what skills do all good leaders have? Leaders should:

Be Good Communicators and Teachers - A leader must be willing to teach skills, to share insights and experiences. In order to be a good teacher, a leader needs to be a good communicator, well organized and a goal setter.

Have Stamina - There will be occasions when time demands and pressures will be great. A leader must be able to endure and be strong.

Be Open Minded - The best leaders are those who never close their minds to new ideas and are willing to listen to the

ideas of others.

Be Motivators - Leaders should display a love of the job, concern for people, dedication to high standards, and provide lots of compliments for hard work and high performance.

Have Integrity - Of all the qualities of a leader, this is the most important. A leader cannot lead without respect. Integrity breeds respect.

Be Able To Laugh - Humor can be a great reliever of tension. It's okay for leaders to let people know that life is not so important that you can't occasionally sit back and laugh.

Be Reliable - Leaders need to be reliable and dependable in order to provide stability and guidance. Leadership implies being able to be counted on, not counted out.

Lead By Example - Effective leaders are looked to for direction. Those that are being led are more prone to follow what they see, then what they hear.

Be Visible and Approachable - One of the best ways for leaders to learn and to get feedback on

problem areas is to be out with their people observing and asking questions. At the same time they can acknowledge good performance.

Be Introspective - A good leader should be able to analyze themselves and their performance, acknowledging where they have made mistakes, or turned people off.

Have Technical Competence - Leaders must understand the elements of their business and be capable of keeping up with changes. If they fail to, they will be incapable of making effective decisions.

Take Care of Their People - Leaders should recognize not just the top performers, but also the many others that are doing their job well. They should understand the importance of thanking their staff, because it takes care of their psychological health and increases self confidence.

Be Able to Delegate - Leaders who give their staff the responsibility and authority to make decisions will have more time available to direct and guide,

while building their employee self esteem and confidence.

Effectively Manage Their time Leaders should organize their time and schedules so that they are always productive. Staying busy and working long hours are not necessarily a measurement of leadership effectiveness.

Set Standards - Leaders must set standards for performance and require their staff to abide by those standards. Those who can't fulfill the expectations for performance must be replaced.

Provide Vision - Leaders must be able to plan and set goals for the future. They must be able to anticipate problems and be prepared to develop solutions.

Be Patient Yet Decisive - A good leader should be willing to listen and gather all available information before making a decision. Once the facts are in place, the decision should be decisive and unwavering. They must be willing to take risks.

Be Organized - A leader must be organized and capable of planning. Without these skills inefficiency, frustration and chaos are likely to result.

Golf Tournament - Christmas Party (Cont'd)

Chris Pryor (Assistant at Pebble Beach) won. Our thanks to West Star for their donation of presents to raffle off. There was a weed eater, chain saw, blower and more. Thank you Gene and Marie.

I want to again thank all our sponsors for their support of the Christmas Party and reiterate what Rich Lavine said in his December President's Message. "Where will the phone salesman be when you need support this summer?" Support the people and companies who support us. Thanks to all of you.

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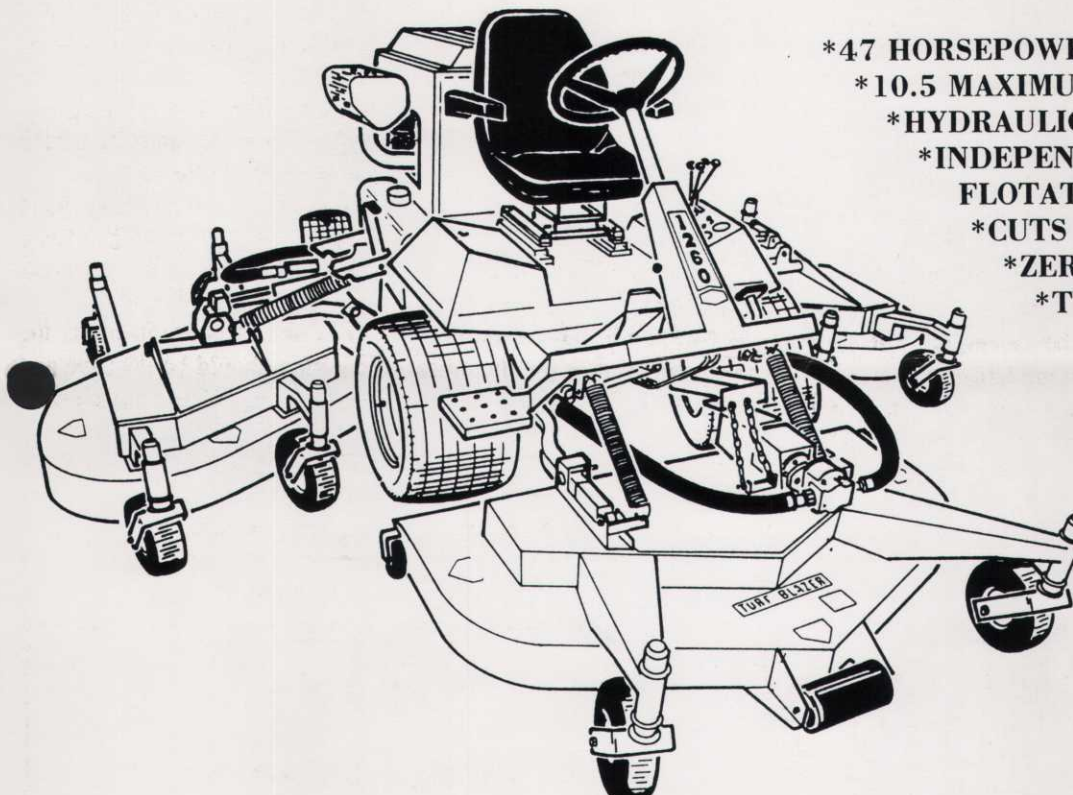
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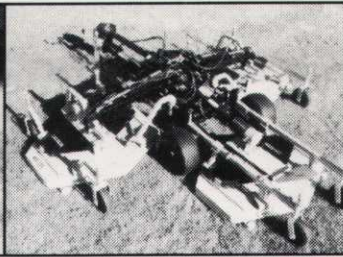
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USGA

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

- 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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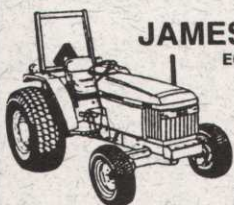


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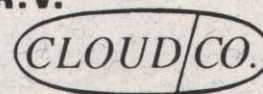


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Naumann's NorCal News

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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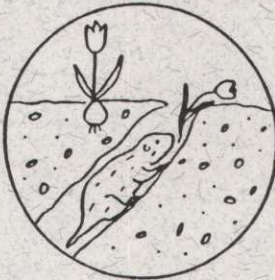
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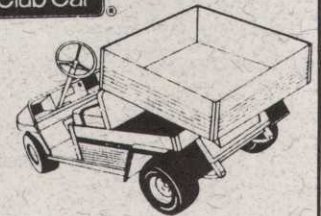
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