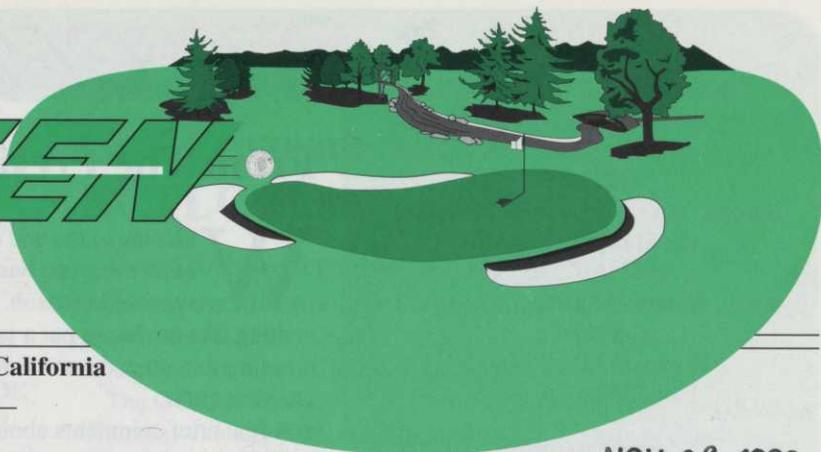


# THRU THE GREEN

November, 1998

The Golf Course Superintendents Association of Northern California

— Committed to Responsible Turfgrass Management —



NOV 06 1998

## DeLaveaga's Paul Returns As Institute Host

It seems only fitting that Oregon native and Institute Host Superintendent, Don Paul, would wind up managing a Northern California Golf Course, that in many respects, resembles one he may have played as a child in his hometown of Corvallis. Now in his sixth year at DeLaveaga, Paul marvels at the forested setting that provides the character of DeLaveaga. "One of the reasons I chose the superintendent profession was my love for the outdoors," says Paul. Tucked in the Santa Cruz mountains, DeLaveaga is unique in the sense that the 175 acre site consists of 100 acres of natural forested land. For those who have had an opportunity to experience its beauty, the one thing that quickly comes to mind is its majestic trees. Six different varieties grace the property according to Paul, including Pine, Oak, Redwood, Cypress, Douglas Fir, and Eucalyptus.

Since his arrival from Marin CC, where he served as the assistant for three years, Paul has focused on improving the drainage at the city owned facility that annually records over 80,000 rounds. "We have utilized the Sand Channel System on 11 greens and 10 fairways since I arrived. It has proven to be a success and has contributed to a more consistent level of maintenance as well as improved playability throughout the winter," remarked Paul. Those familiar with the Santa Cruz Mountains know it can get wet,

perhaps another connection for Paul to his Pacific Northwest roots.

This summer Paul, his assistant, Dean Sorensen, and staff began to realize what's likely a dream of most turf management departments, an expanded and remodeled maintenance facility. The project, spread out over three phases will include a new wash rack, fueling station, increased equipment storage and a remodel of the existing break room, locker room and office. "Obviously we're excited," says Paul. "We just completed phase 1, phase II will begin next spring and the final phase will be completed next summer."

For Paul, exposure to golf began like many superintendents, as a child with his father. "As an eight year old I used to caddy for my dad," remembers Paul. "He taught me how to play and the etiquette involved. I've enjoyed the game ever since." His childhood experience in golf surely left its mark. After graduation from high school, Paul found himself enrolled at the University of Oregon where he eventually graduated with a B.S. in turf management.

Reflecting back upon his 12 years in the profession Paul gives high praise to his Turf Science professor, Tom Cook, for shaping his career. "Dr. Cook's influence is still with me today," says Paul. I feel privileged to have learned under one of the leading turfgrass management authorities on the west coast. ♣

## Institute Promises Hands On Information

Have you every felt like you have more to do in your work day than there is time? Or perhaps you're feeling anxious over a continuing conflict with a board member. Those are all likely scenarios that each of us face in our daily lives, both at work and at home. Our ability to manage those conditions and others that affect us each day are directly related to our performance as golf course superintendents and ultimately our success in life.

"Managing Your Way to Success," the title of this year's Institute scheduled for November 9th and 10th, will address the issues of leadership, time management, communication and conflict resolution with the goal of helping both superintendents and affiliates alike become more effective managers increasing their level of personal and professional success.

"One of the objectives of the education committee," said Institute cochairman, Bob Costa, "is to identify areas where superintendents can benefit through education." I think we all recognize the importance of management skills, but somehow the industry and profession tends to focus on agronomic areas when it comes to continuing education. I found it interesting in a recent job placement ad what a

prospective employer felt about a superintendent's ability to manage. The ad included this statement, "candidates should possess a two or four year college degree in turfgrass management, as well as **outstanding communication, management and leadership skills.**" To me that says it all, the questions is, where do we learn the skills to fulfil that requirement?

"What makes this program attractive," Costa continues, "is that it was designed to be interactive. What it's not about are trained management professionals reciting management philosophy and theories. Our committee was adamant about selecting speakers that would provide practical information and encourage the attendees to get involved in the discussion."

"The other aspect of the program that we believe is different this year," Costa said, "is that the topic applies to all of our members. In fact, we're hoping that we will see a strong affiliate turnout this year.

The annual even gets started on Monday, November 9th with golf at DeLaveaga, and continues through Tuesday November 10th at the Cocoanut Grove. Lodging is available at the West Coast Santa Cruz Hotel. ♣