Sports Field Managers Association of New Jersey (SFMANJ) held its annual Fall Field Day on September 23, 2009. The Association was fortunate enough to have its turf managers from Monroe Township host this year’s event. Monroe was the recipient of the 2008 SFMANJ Field of the Year award and proved to be the perfect place for the membership to gather this fall. Those who attended this year’s fall event had the opportunity to tour two of the town’s many sports field complexes, take a look at some of the newest turf management equipment on the market, and even earn pesticide credits through an educational seminar provided by Rutgers University.

Located at Monroe Township’s newly constructed soccer complex, this year’s fall event began with a satisfying breakfast donated by Northern Nurseries and The Viersma Companies. This provided a great opportunity for attendees to network and catch-up with old friends in the turfgrass industry. After formal introductions, SFMANJ President Don Savard, CSFM, CGM kicked-off the educational portion of the program with a spreader calibration demonstration. The demo provided attendees with a chance to see how to properly and effectively calibrate a large spreader to achieve desired application results. In addition to the hands-on demonstration, Don took the time to explain to the audience some of the concepts of spreader calibration such as gauging proper ground speed during an application and calculating the appropriate amount of product to be used in such applications.

Once Don had completed his presentation, he began passing the microphone to the many vendors who sponsored this year’s event and gave them an opportunity to share and even demonstrate some of the quality turf products and equipment available to sports field managers. Attendees were able to listen to and interact with professionals from companies such as John Deer Landscapes, Northern Nurseries, and TurfTrade who each had display booths showcasing their turf products and services. Storr Tractor Company began the vendor demonstrations by introducing Liam Philpott who explained the concepts of using lasers to mark sports field boundaries. After setting-up and calibrating his laser equipment, Liam constructed perfectly straight, professional stadium-grade sidelines and goal boxes on one of the nearby soccer fields. He then gave attendees the opportunity to

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Looking for success? Look no further than … YOUR STAFF!

By, Sports Turf Managers Association (STMA) Editorial Staff

Your staff has a significant impact on your success. The work that they do is a direct reflection on you, your ability to train, to motivate and to lead. Reaching the goals of your facility is only possible through good management of your people and their continued development. To make sure you are fully embracing the talents of your staff, use these simple techniques.

Top 10 Strategies to Engage Your Staff

1. Seek input and listen.
   - Your staff is a great resource for ideas and improvements. Ask for their opinions and solutions to problems, truly listening to them, and implementing as appropriate, strengthens their commitment to you and to their job. Involving your staff in decision making builds loyalty and improves retention.

2. Set expectations.
   - Clearly and consistently set expectations for each employee through jointly written performance objectives. Good performance can’t happen if they do not understand what you expect. Reinforce your expectations verbally.

3. Provide continuous feedback.
   - With anxieties at an all time high regarding increased terrorist threats, training in the correct procedures and equipment use is critical to getting the job done. Don’t wait until the end of the year at performance time to express dissatisfaction.

4. Show appreciation.
   - Just say “thank you!” When you reward and acknowledge good behaviors, you get more of the same. Publicly acknowledge your staff for doing a good job, and look for other ways to motivate and to lead. Reaching the goals of your facility is only possible through good management of your people and their continued development. To make sure you are fully embracing the talents of your staff, use these simple techniques.

5. Be accessible.
   - Your staff has a significant impact on your success. The work that they do is a direct reflection on you, your ability to train, to motivate and to lead. Reaching the goals of your facility is only possible through good management of your people and their continued development. To make sure you are fully embracing the talents of your staff, use these simple techniques.

6. Train, Train, Train.
   - Training in the correct procedures and equipment use is critical to getting the job done right, but also for health and safety reasons. The continuous upgrading of skills also provides employees with the means for promotion. Consider training opportunities in areas outside of their core responsibilities, such as in writing skills, public speaking, customer service, business management, etc. You and your facility will reap many benefits from improving their “softer” skills.

7. Empower your staff.
   - Give them as much information as possible about what and why, and allow them to make decisions appropriate to their work.

8. Provide a safe and comfortable working environment.
   - Don’t expect employees to use outdated or faulty equipment. With anxieties at an all time high regarding increased terrorist activity, make sure you have emergency procedures in place to protect the workforce in the event of an attack, and ensure that every employee is aware of these procedures.

9. Treat with respect.
   - Respect and accept each person as an important member of the team.

10. Inspire your staff.
    - Be a coach and a cheerleader. Be sure your boss knows about the good work they do. When you help them succeed, you succeed.

A Recap of SFMANJ Fall Field Day 2009

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By, Sports Turf Managers Association (STMA), Lawrence, KS.

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