



Left to right — The men who made the turn. Fred Opperman, Bruce Sering, Ray Gerber, Henry Lange. John Jackman from Medinah who stayed put.

Bruce Sering's recent article in the March 1972 issue of the "Bullshead" has inspired me to add a comment on the transition of one Superintendent to another where the older Superintendent stays on as a consultant or stays somewhat active at the course. Recently there have been a few dedicated men retire and their positions have been filled by younger men with only a few years experience as Superintendents under their belts. For an example in the last few years you have Bruce Sering working with Henry Lange of Glenview Club, Jim Bertoni learning the ropes at Knollwood Club with Lindo Bernardini and myself at Glen Oak Country Club trying to fill the shoes of Ray Gerber. Each of these older men spent a lifetime at their clubs giving faithful and dedicated service over the years. Now the clubs have thought enough about these men to retain them in some capacity and have them in turn train younger men to carry on. This procedure assures the club of continued excellence where the younger men are trained and schooled so to speak of the peculiarity of the club.

I will be starting my third year at Glen Oak this coming May 1st, and I would like to explain how Mr. Gerber and I went about our transition. First we had a mutual understanding of what was to take place and how we could best accomplish the transition. To begin with, Ray, would be the Superintendent for the first three months. My position would be that of an understudy. During these months Ray and I would go around the course and he would be explaining and showing me his lifetime of knowledge of the course.

Ray fully explained his "hows and whys" of fertilizing, spraying, watering, and anything else needed to operate here at Glen Oak. I might add that to date I have been trying to maintain the same programs that Ray found successful in all his years here.

I will admit at times it got to be boring when I was the understudy, for when you have been used to running a course and keeping active mentally in the making of the many decisions needed to operate a course, it is hard not to continue to do this.

During our transition I would never conflict with an order that Ray had made to the men. If a man had finished one of Ray's tasks and was needing work I would instruct him what to do but with the stipulation that Ray was still boss and if he asked the man to do something different, he should do it. This is one of the very important areas in the change over, in knowing who is the boss and who is giving the orders. Only one man can do this if the crew is to run efficiently.

Once the time came that Ray turned the course over to me, it was and has been my entire responsibility. I then gave the orders and had complete command and Ray never interfered. I feel that our transition was very smooth and without any problems that we both couldn't sit down and solve. Usually when something puzzles me or I have a question and need additional information I have no hesitancy in asking Ray what he would do or did do in a certain circumstance. I've always gotten the information or help needed when I asked. Due to his co-operation and help it has been a joy and very rewarding working here at Glen Oak and having Ray as my consultant.

In summary, for those of you who may someday go to another club and work with another Superintendent I leave these thoughts:

1. Have a mutual understanding when the change over will take place and try to set a date.
2. Agree on responsibility of course and giving orders.
3. Sit down and discuss openly any questions or problems that will come up.

Happy change overs,
Fred Opperman, Superintendent
Glen Oak Country Club

THE PERFECT LAWN THE EASY WAY BY PAUL VOYKIN

Our fellow superintendent has written the above book which I'm sure most of us are familiar with. At the Purdue Conference I visited the book stores in search of some turf books. When I entered the store a large sign posted on the door said, "Book Sale 50¢ per pound." In looking through these books I found "The Perfect Lawn." Not owning it, I decided to buy it. I put the book on the scale and it was very light. Not quite a pound and it cost me 37¢.

I carried the book around with me the rest of that day in hopes of seeing Paul and I finally did. We had a real laugh over the cost.

After reading parts of it, I'm sure I obtained the biggest bargain at the conference.

John Jackman, Medinah C.C.

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