

LET'S PUT OURSELVES IN THE SHOES OF OUR EMPLOYER

It's called empathy, and it's the ability to see things from the other person's point of view ... to put ourselves in someone else's shoes.

Most of us have no trouble putting ourselves in someone else's shoes when the someone else is an individual like us ... a friend, relative, neighbor, co-worker. But when it comes to our employer—the company—that's another story.

For some reason it's easy to lose empathy when it comes to "the company". Often, because "the company" is so big and so varied, we fail to see things from its point of view.

The result is that sometimes we allow a little waste to creep into our jobs. We miss a few details now and then. We lose a few minutes here and there. And very often our reaction becomes ... "Well, the company can afford it".

Yet the people who get ahead are the ones who do what's best for the company. Your immediate boss may not be the owner, and yet he—or she—certainly represents the owner. Everything stems from the top. You represent the owner, too. No matter what your job is—president or worker—you represent your organization. Do what's best for it—and you're bound to come out a winner!

It's easy to think that a big organization can afford a day off for you here, a few copies on the copy machine there, and yet, think of it: How would you feel about it if **you** were paying the freight? Big companies and institutions make less profit than we sometimes think—it's a competitive world out there—and if we watchdog our employer's pennies as we do our own, we'll be doing the right, fair thing.

Put yourself in your employer's shoes ... and when it comes time for raises and promotions ... he'll put himself in yours!

EFFECTS OF PREEMERGENCE HERBICIDES ON TURFGRASS THATCH DEVELOPMENT

Extensive use of preemergence herbicides in recent years to prevent annual weed development has been suspected of causing reduced turfgrass quality. A study was conducted at the University of Illinois Agricultural Exp. Station to determine whether repeated use of preemergence herbicides resulted in thatch development and other effects associated with turfgrass deterioration.

Six preemergence herbicides were applied annually for four years to 'Kenblue' - type Kentucky bluegrass growing on Flanagan silt loam.

Calcium arsenate and bandane applications resulted in increased leaf spot disease, higher wilting tendency, reduced shoot and root growth, and substantial thatch development. The thatching tendency was associated with a complete lack of earthworm activity in the underlying soil. Bandane residue was largely confined to thatch, while calcium arsenate was more generally distributed throughout the upper thatch soil profile. Verdure was significantly reduced in plots treated with bensulide, while benefin, DCPA, and siduron treatments produced no measurable effects.

("Thatch Development and Other Effects of Pre-emergence Herbicides in Kentucky Bluegrass Turf," by A. J. Turgeon, R. P. Freebork, and W. N. Bruce, Agronomy Journal, Vol. 67, No. 4, July-August 1975).

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ANSWERS TO YOUR TURF IQ

1. Some problems would be: Increased disease and insect damage, localized dry spots, chlorosis, proneness to scalping, foot printing, decreased heat, cold, and drought hardness.
2. Some good points would be: A resiliency for the proper ball bounce or to hold, the wear tolerance of a turf would be greater with a thatch, and thatch would also tend to help insulate the soil against temperature extremes.
3. Some major factors to thatch accumulation would be: Vigorous growing turf, acidic conditions, poor aeration, excessively high plant nitrogen levels and infrequent or excessively high mowing.
4. A neutral pH is best for the microorganisms to decompose thatch. It is possible for the soil pH to be neutral, yet the thatch pH could be acidic due to acidification during decomposition and leaching on irrigated turf. Frequent light lime applications will greatly help to neutralize the thatch.
5. False. The rapid accumulation of thatch would be found on poorly drained soils and ones with fine textured soils. A lot of the microorganisms responsible for the decomposition of thatch are aerobic and thus soils with coarse texture and well aerated will not have the rapid build-up of thatch.