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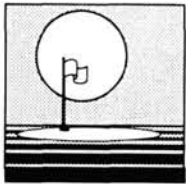
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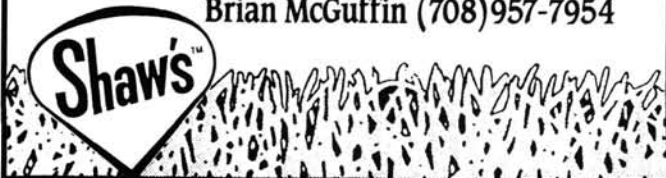
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Fax 708/896-6811

It will soon be time for printing the next edition of the M.A.G.C.S. membership directory. The accuracy and completeness of the data depends largely on you, the individual member to inform us of any changes or corrections. If your membership data is incorrect or incomplete, PLEASE inform us so we can update the data base.

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Good Management

by Gary T. Grigg, CGCS

Whether you are an experienced superintendent of a golf course, a new superintendent, or about to move up as a golf course superintendent, you are a manager. You need to think and act like a manager.

As an agronomic trained golf course superintendent you have acquired many specific technological skills. As a manager you now need to rely less and less on your own skills and move into managing areas that are more intangible. Some of those areas are time, budget, planning and people. The largest area that will confront you is working with people. As a manager you will now relate to people in new ways.

Dealing with people consists of two major areas. Dealing with your crew and interacting with people in other departments at your club.

For most of us, myself included, we come through the ranks feeling our principal asset is our technical ability. As we move up we find it takes more than that to be successful in this business. All at once, as the manager, it is your ability to get things done through other people that counts most. Your crew becomes by far your most important asset and you must get work done through them. Management of your staff is not taught in turf school, it is acquired from experience. Most of what I have learned, I learned by making mistakes. Believe me, some of my mistakes have been big ones. I survived because basically I like people and it helps a lot to like people. If your crew knows you like them and if you show concern for them, they will get a lot of work done for you.

Interacting with people in other departments is nothing more than good communication. The other department heads at the club are also professionals and they are important for the accomplishment of both your short term and long term goals. You are part of a business and you need to think about the implications of your work and how it affects the other departments of the club. You cannot become too stressed, nor be too casual while interacting with the other professional staff at the club.

Good communication cannot be overemphasized. Mix-ups in communication can be embarrassing for everyone. In my experience most errors on the golf course are caused by improper communication. Most superintendents who lose their jobs do so not because of lack of technical skills but because of failure to communicate properly. The responsibility for good communication belongs to the person who wants to communicate. Usually that is the manager. It is always your responsibility to instruct your staff properly.

Keep in mind that everyone's goal is satisfaction of the member or customer. Remember that ultimately the member or customer influences your job and your salary.

As a manager, your responsibilities are much greater. Some superintendents become overwhelmed by trying to budget time. The key for me is to prioritize. Make a list each day and note what must be done first and so on down. Those things that can wait should also be identified. Several years ago I started using a day planner. I find it very helpful keeping track of projects and sequential tasking.

Budgeting and management of your budget is a process of achievement of your goals by using funds prudently. In my budget process I give the club more than a typical spread sheet.

A high quality budget should consist of:

1. An organizational chart of your department.
2. A staffing chart complete with job descriptions.
3. A description of each category item in your budget.
4. A spread sheet with category items down the left axis and months across the top. A lot of superintendents stop here.
5. A complete management plan for the golf course. This plan should detail how the golf course is to be maintained. Hopefully you can equate budget numbers to this plan. For example:

Under the chemical insecticide use portion of the plan, detail the chemicals to be used and the cost of each program. Nematodes, mole cricket, fire ant, cutworms, sod webworm, chinch bug, etc., etc. Each program should be detailed with cost.

Under fertilization, detail each fertilizer program with type of fertilizer and cost. Green, tee, fairway and rough programs should be detailed.

Carry this on for each category item in the budget including the shop.

*Everyone should have heard of the five p's.
Prior planning prevents poor performance.*

The value of this plan is that when your budget is being reviewed by those who approve it they fully understand that when cutting money from the budget, they are cutting programs. If someone says to you for example, "cut your chemical cost". You lay out your management plan and reply, "Which program do you want to eliminate". Management will find it more difficult to eliminate needed programs than just amending a dollar figure. In the process of budget review you will be seen as an able manager of the clubs money.

Everyone should have heard of the five p's. Prior planning prevents poor performance. There are a lot of steps involved in planning depending on the text book you are reading. In my opinion only four are major:

- ★Where do you want to go
- ★What does it take to get there
- ★Implement the decision
- ★Monitor the plan for feedback as you go

Remember details change as you go and you might have to adapt. The key word is flexibility. If you know where you want to go and a shift occurs along the way, just keep the original goal in mind and you will achieve it.

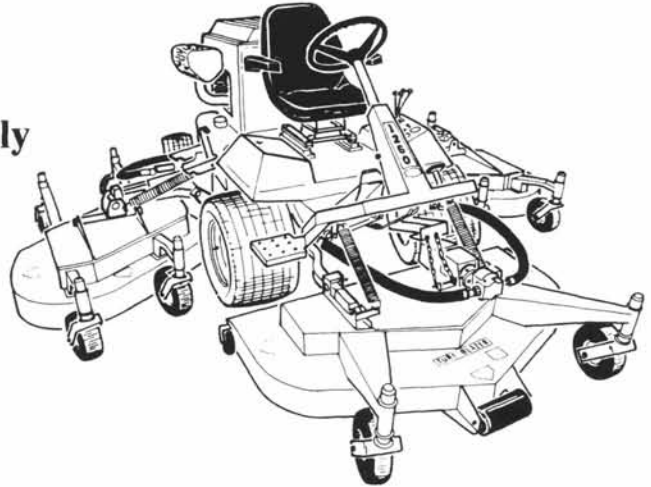
As manager all these intangibles interact. For example: You plan several projects and for budget reasons or time constraints you may be forced to choose between the projects.

You think like a manager and make an informed decision. It's called good management.

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Upcoming Events — Mark Your Calendar

September 12 — MAGCS Meeting at Seven Bridges

September 26 — ITF Golf Day at Ivanhoe Club & Conway Farms

October 3 — Pro/Superintendent at Glenview Club

October 10 — MAGCS Meeting at Oak Brook Hills C.C.

October 21 — MAGCS Dinner Dance, River Forest G.C.

November 28-30 — NCTE at Pheasant Run Resort

All meetings starting in March 1994 will require advance paid registrations.

What a sad state of affairs in not having enough articles written by a Midwest Superintendent, to be able to give the "Ray Gerber Editorial Award" this year. The guidelines state that there must be six articles written in a year to give out the award. This past year we had only three superintendents qualify and there was one carry over that was over-looked in the 1993 judging.

The following articles will be carried over into 1995 for the award:

"Pesticide Roundtable Follow-Up" by David Blomquist, February 1993

"Experiences with Wildflowers" by Tony Rzadzki, October 1993

"Keepers of the Green" by Tony Rzadzki, June 1994

"Zebra Mussels" by Dan Dinelli, July 1994

Congratulations to Peter Leuzinger on a career move. Peter is the new Superintendent at The Ivanhoe Club. Peter is scheduled to start on September 6, 1994. He states that he is leaving a course where he has many friends and is looking forward to making many new friends at The Ivanhoe Club. Peter will also be hosting the Illinois Turfgrass Foundation, Northern Golf Day on September 26.



Members, remember that October starts the new fiscal year for our association. Be looking for your 1995 dues notice and get it paid on time. Every year many dues seem to fall through the cracks when the clubs or employers are to pay. The safest way to insure that your dues are paid, is to pay them with a personal check and turn in the cancelled check for reimbursement. Also take the time to fill in the questionnaire sheet if there are changes you need to make for the membership directory.

The Editor would like to thank Bill Krafft for his generous donation of old **Bull Sheets** and other books. With Bill's latest donation we were able to send Michigan State another group of newsletters to help complete their collection. They are missing only about 10 issues from having a complete collection. As Editor I feel better that the history of the MAGCS is also preserved at a major library where it will be properly cared for. The collection at my home is just in a three drawer filing cabinet. These old newsletters are about the only records the MAGCS has since old minutes and membership directories were lost through the years.

The word is out that the Merit Club will be the host for the U.S. Womens Open Golf Tournament in 1999.

Bob Padula at Conway Farms is looking for a mechanic. Give Bob a call at 708/234-1388.

Tom Lively at Ruth Lake C.C. has installed the first Toro LTC Version 2.0, central control for his irrigation system. Tom is using the old pipes and just ran the control wires etc., out to the cabinets and heads. Provisions were made to have expansions to the system in the future.

September 12 — Seven Bridges — S. Gotberg, R. Schmitz Annual Tournament. Prizes for low gross within flight. Flights consist of championship, first, second, third, senior (50 and over) and commercial. The championship flight winner will be declared MAGCS Champion. Championship flight participants will play from back tees, everyone else from the regular tees.

For Sale: Used Toro Sand Pro, 14 hp with blade. Also a tow behind topdresser — any reasonable offer. Call Ted Mochel at Woodbine G.C., 708/301-1276.

Congratulations to Howie Schuck on becoming the new Superintendent at Cedardale Golf Club in Plano. Howie was the assistant at Geneva Golf Club.

Our Executive Secretary, Joan Minnis gave birth to Kathleen Marie on July 18th. "Katie" weighed in at 5 pounds, 11 ounces and was 19½ inches long. Brother Benjamin at 20 months now has some competition for attention. Congratulations to Joan & Chris and we wish them all the very best of health and happiness.



Super 'N' Site Profile

by Kerry Blatteau, CGCS
MAGCS Public Relations Committee

The host of the September MAGCS meeting which also serves as our annual golf championship is Don Ferreri and the Seven Bridges Golf Club. Seven Bridges is a Dick Nugent designed course constructed in 1989 on the former site of Woodridge Golf Club using the rolling hills and established mature trees to create a sense of maturity to a new course. The course also incorporates the large storm water management system in Dupage County with an additional 40 acres of wetlands on the site. The course was completed in 1991 and is host to the annual Michael Jordan/Ronald McDonald Celebrity Golf Classic (awfully long name, isn't it?), broadcast nationally by NBC.



Don is a western suburb native graduating from Naperville North High School and then Joliet Junior College with an Associates of Arts and Science in Horticulture. He worked with Roger Stewart at Riverside C.C. and then at Butterfield C.C. with Art Benson for 7 years. He came to Seven Bridges in 1987 when the project was being developed and was instrumental in the overall design concepts of the facility. The course lulls you to sleep on the front nine and then reaches out and grabs you on 10,11,12 — it never ends — the whole back nine was a nightmare for me. I needed a boat to get to my ball most of the time.

Don is married to Geri and has three daughters; Brenda 12, Bridget 8, and Brittany 5. He lives in Naperville and is active coaching soccer and softball with his children. He also serves on the Board of Directors for the M.A.G.C.S. Sharpen up your game for this year's championship — you'll need it for this course.

Thanks for Your Support

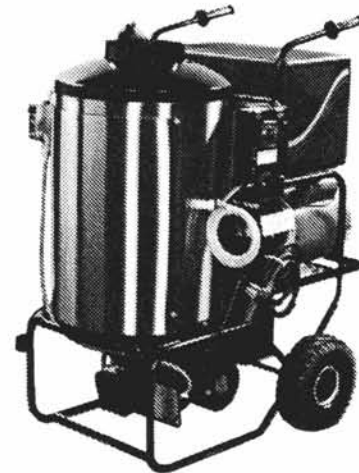
by Dave Wehner

The most enjoyable aspect of any job is meeting and working with people. Since coming to Illinois 14 years ago, I have become friends with many of the MAGCS members and also had the opportunity to work with some excellent students. The support provided by the MAGCS has been fantastic, from participation in the NCTE and golf days to donations of equipment and supplies. Thus, it is with some sadness that I must announce that I will be leaving the University of Illinois to take a position as Head, Environmental Horticultural Science Department, California Polytechnic State University, San Luis Obispo, California.

As you progress through life, you sometimes recognize that there are different challenges that interest and excite you. The chance to develop a new golf course, make major improvements in an older course, or to become an owner/operator are examples of challenges that might excite an experienced superintendent.

(continued page 20)

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(Many Thanks continued)

Over the past few years, I have become interested in being in a leadership position where there is responsibility for making decisions, developing new programs, and charting new directions. The position at Cal Poly will allow me to do these things and continue to teach turfgrass management students.

Cal Poly has about 15,000 undergraduates with 275 students in the horticulture. This contrasts with the U. of I. with 26,000 undergraduates and 100 students in horticulture. The campus is located in San Luis Obispo which is halfway between San Francisco and Los Angeles and about 12 miles from the Pacific Ocean. Cool season turfgrasses remain green year round as long as there is irrigation over the summer.

My current plans are to start at Cal Poly on November 1, 1994. I will be coming back to the NCTE in late November and hope to see many of you then. Also, Cal Poly will have a booth at the CCSAA show in San Francisco. Please stop in and visit.

Dr. Tony Endress, Head of the Department of Horticulture has indicated that the Department will seek to refill my position. I know that you will assist and support whomever is hired.

I want to thank all of you for making my stay so rewarding. I will always have warm memories of the turfgrass industry in Illinois.

Penn State Vintage Equipment List

Wanted: Vintage Turf Equipment — Back in July this was in the "Midwest Breezes" and I asked for a list of what has been donated. The following is what George Hamilton sent me:

Turfarator — Green piece of equipment, donated by Pine Valley, made in New Jersey.

Lawn Aerifier — Silver with red arrow. Tom Mascaro's.

Darmell Tee Seeder?

Ryan's OK Seeder

Gandys Spreader

The aerifier was invented by Tom Mascaro and donated to the Turf Museum by Pine Valley Golf Club. Mascaro said could purchase springs from Hahn Co.

Wheelbarrow Seeder — Donated by Allegheny Country Club. The red wheelbarrow seeder is older than the green one. Buch Manufacturing was a wheelbarrow company that made wooden rollers.

Divot cutter — for tees. No comment.

Hand Push Mowers — No comment.

Del Monte Rake — Made by Toro and designed by someone at Stanford University in 1950.

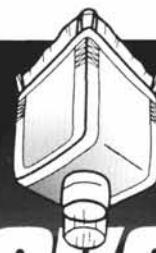
Toro Silver Flash — No comment.

Foot Press Plugger — No comment.

West Point Battery Powered Mower — Invented by Tom Mascaro, two speed. Designed to have quieter mowers to operate in the early hours on the golf courses so as not to disturb the sleeping guests. Mascaro said he branched out and designed it for the homeowners. Took them to New York to sell and sold 8,000 the first day. After a while none of them worked because of the batteries. The battery company used \$80,000 of his money and developed the battery that was used in the mower but it was a terrible battery. Mr. Mascaro closed the company.

(continued page 22)

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