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The 15th on Medinah's Course #3 will give the golf world something to talk about when Medinah CC hosts the Ryder Cup in 2012. The new hole will play between 280 to 340 as a drive-able 4 par with plenty of trouble as matches draw into the finishing holes.

FRONT COVER

The 2010 Midwest Board of Directors
(front row, l to r: Sharon Riesenbeck, Harry Lovero, Scott Witte, CGCS, Dan Sterr, Mike Siefken,
back row: Ed Braunsky, Bob Kohlstedt, Dave Groelle, Mike Mumper, Luke Cella and Tony Kalina).
Photo credit: Jason Sarna

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The Midwest Association of Golf Course Superintendents (MAGCS), founded December 24, 1926, is a professional organization whose goals include preservation and dissemination of scientific and practical knowledge pertaining to golf turf maintenance. We endeavor to increase efficiency and economic performance while improving and enhancing the individual and collective prestige of the members.

The MAGCS member is also an environmental steward. We strive to uphold and enhance our surroundings by promoting flora and fauna in every facet in a manner that is beneficial to the general public now and in the future.

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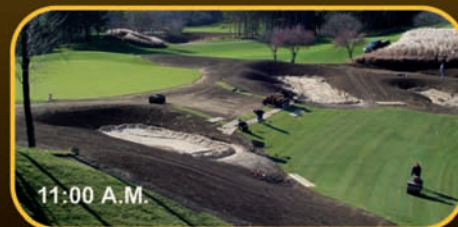


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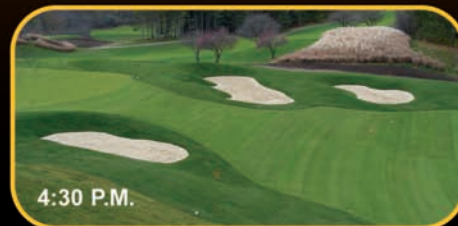
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Average to Exceptional

When I started my career in Turfgrass Management, it began as a love for all things green and growing. It was a love for being outside and working with my hands. It was so simple back then.

Since I was 16 years old, I knew I wanted to be a golf course superintendent. I made that my goal, and in 10 years time I was fortunate to achieve it. I was young, naïve and energetic with the idea that I could change the world overnight. Unfortunately, my first year as a superintendent was the scorching summer of 1995. Most of us remember how humble Mother Nature made us feel that year. Well, the humble still remains here with your new MAGCS president nearly 15 years later.

The truth is that I always considered myself very average at best. I was never the “born leader” or the “gifted athlete” or the most popular guy in town. I’m not exactly a charismatic speaker, and my voice is one that mellows into the crowd from time to time. I was always just a regular guy, your classic underachiever in many things...except when it came to making things green.

I’ve always loved to work outside on God’s green earth and you’ll find that I unashamedly believe God created it. It wasn’t the “love of the game” that brought me to this career; it was the “love of the GREEN”. Most of my friends would probably agree because they’ve seen me swing a golf club. Remember...I’m kind of “average”, so I maintain a very average or above handicap of 18.

I remember my earliest days as assistant superintendent at Barrington Hills Country Club when I went to my first monthly meeting. It was the January meeting at Arrowhead Golf Club in Wheaton. I was getting to know industry juggernauts like Mike Bavier, Roger Stewart, and Joel Purpur to name a few. I think back to the early impressions I had about the MAGCS and its members. I’ll always be grateful for the superintendents that reached out to me and made me feel comfortable during those

early days of my career. Those experiences spurred me on to continue getting involved with the MAGCS. I have been motivated to be a hard core proponent of the MIDWEST, and I am committed to serving its constituents. I have benefited greatly from this association’s commitment to providing networking, education and career advancement opportunities, and I’m excited to carry the torch.

The vision set forth by our “Sodfathers” is noble, and worth the investment of service to the industry. The experiences that I have encountered while on the Board of Directors have stretched me in ways I did not see possible. That “stretching” takes work, but in doing so, I have moved several of my skill sets from average to exceptional (excluding my golf game). So with the help of the current Board of Directors and the members of the MAGCS, I will continue to carry out the vision of the MAGCS EXCEPTIONALLY!!

We will:

- 1.) Continue representing the golf course management profession both locally and nationally.
- 2.) Work to meet the developmental needs of the membership through education, research and other technologies.
- 3.) Continue being a resource for employment opportunities throughout the industry.
- 4.) Work hard to promote the profession of key golf course management positions throughout the industry. **-OC**



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A Look at Communication *Method isn't Important as Message*

Adult communication (ages 18+), at its core, is universal, and in order to survive in the workforce, we have to have it. Sure, there are language barriers, generational differences, technological gaps, and other variables that hinder communication between certain people; however, everyone communicates to transfer or convey some variety of information.

With that said, I'd like to focus on communication between groups: friends, significant others, children, parents, bosses, teachers, employees, co-workers, etc. I believe that groups have and will always dictate communication for everyone. For example, I'm not having the same conversations with my friends as I am with my parents. Mix and match any of the groups listed above and you'll be able to see instantly how they vary.

Understanding the group communication concept allows people to create stronger and more meaningful relationships. An example of this would be the employee/boss relationship. As long as the employee and boss know, understand, and respect the relationship, it will grow and develop. This doesn't mean their relationship must be boring and strictly professional. They can communicate and talk about non-work related subjects; however, if the boss starts treating the employee too much like an informal friend or vice versa, miscommunication will inevitably occur.

The employee/boss, teacher/student, parent/child, and every other relationship needs to have structure and rules. I'm not sure exactly how we learn how to interact between these groups, but I think it's learned from society and individual understanding. Think about this: Have you ever seen those parents that are really good friends with their teenage sons or daughters? Looks weird and makes the parent look kind of irresponsible. A mother and father aren't supposed to be their child's best friend. It's just how life is.

As I mentioned up top, adult communication, at its core, is universal. This can sometimes vary depending on an individual's maturity level and mental health; however, I truly believe that


people can form relationships regardless of age, gender, ethnicity, etc. People need to first identify and understand the group (parent/child, boss/employee, friend/friend) and then move on from there.

One group-to-group communication model I'll discuss is the employee/boss relationship. I have identified the group and will now focus on strengthening the relationship through communication. First, I'd like to talk about non-work related communication between the boss and employee. A good thing to do is have a sort of 'weekend/nightly review.' Sit down for a couple minutes and talk to each other and find out what each person does in their spare time. What are their non-work related interests? You will learn a lot more about each other and therefore, create a stronger relationship.

When the employee and boss listen to each other, the relationship becomes stronger. The bosses I enjoyed most were the ones I knew on a more personal level. I was never really a fan of the bosses I didn't know too well. Every boss I didn't know appeared selfish, arrogant, and only concerned with themselves. Maybe I had this perception because I didn't know them on a personal level? I'm not sure, but I do know that appearing as an unfair and selfish boss will ruin any employee/boss relationship and build resentment.

Communication between the employee/boss should also be clear and simple. Complex directions and jargon can frustrate employees. Make everything clear. Directness is good. Be upfront and assertive with your employee and let them know what needs to get done and if they have questions, to ask.

(continued on page 7)



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Many men don't like asking questions. Make sure to tell them to ask if they are unsure. People need to stop feeling ashamed and start asking for help. Also, if employees mess up, let them know. Don't start yelling at them at the top of your lungs, instead be a good boss and teach them how to improve.

Technological communication is probably the biggest communication difference between generations. I think it's important to set employee/boss technology standards. How do you want to communicate electronically (phone, email, text message) with your employee? People are text messaging more and more these days. Is that appropriate? Do you know how to text? Do you like to text? What are your thoughts on email? Lay out specific rules for them. Also, discuss the different technological ways to communicate and learn from each other. Both parties need to listen in order to develop the best solutions.

Lastly, treat people fairly, listen to them, be helpful and considerate and you'll have a good employee/boss relationship. That's what it basically comes down to. Also, remember that the employee/boss relationship is not the same as friend/friend, husband/wife, co-worker/co-worker, etc.

Many people from different generations view each other differently. "I don't have anything in common with that young guy with his cell phone and all that fancy technology," says older man.

"I don't have anything in common with that old guy who doesn't use email," says younger man.

Not all people in the world have things in common, but most people, deep down, are the same and can relate to each other on some level. And here's another secret, all professionals have something in common—the profession. People are motivated to learn in professional environments that interest them. I'm not talking about McDonald's employees or anything like that, but people in the golf industry are here because they are interested in and want to learn about it.

Communication is universal and about how we communicate within our groups and not about the minor differences like generational differences, gender, or technological gaps. Strengthen your group

communication by making yourself more aware and adhering to the specific group's structure and rules. **-OC**



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(continued on page <None>)

MIDWEST BREEZES

Charles Anfield, CGCS, *Heritage Bluffs Golf Course*



“Medinah: Ryder Cup Redux”

Medinah Country Club hosted the PGA Championship in 2006. Mr. Woods won the event quite easily. He had his “A” game that week. As part of the multi-year agreement with the PGA, Medinah will host the Ryder Cup in 2012.

Rees Jones, known as the “Open Doctor”, did the renovation work to course #3 prior to the PGA Championship in 2006. He was brought back in 2009 to “tweak” the design and make some overall improvements. Rees worked closely with Curtis Tyrell, CGCS, the Green Committee and the members of Medinah to make the changes. The goal of the project wasn’t necessarily to gain a significant increase in yardage for the Ryder Cup but rather to improve the overall turf and playing conditions of the historic Club for the members. The renovation will certainly also will be a good representation of the Club for the playability and viewing of the Ryder Cup.

The course was closed and construction started on August 16. The early start turned out to be a great “idea”, as it rained 25 out of the 31 days in a very wet in October. Most of the project was completed as Wadsworth Construction did the bulk of the work in 30 days. To complicate matters the other two courses stayed open for play during the construction and the maintenance facility was also undergoing a renovation. Curtis and his staff were working out of a trailer (still are) and a parking lot during the project.

Greens: Prior to the renovation, only 7 greens were of USGA construction. These were “gassed” with methyl bromide. The rest of original greens (built in 1928) were rebuilt to USGA specifications. Most of the greens underwent slight contour changes as directed by Rees Jones. The turf variety selected for the greens was a blend of 007 (70%) and SR1119 (30%). These varieties were selected from trials conducted at Medinah and from NTEP trial data. Both varieties are grown by Seed Research, based in Corvallis, Oregon (Go Beavers). Curtis has worked with Dr. Leah Brillman and Seed Research when he worked at Desert

Mountain in Scottsdale, Arizona and Anthem Country Club in Las Vegas, Nevada. 007 has been recognized for its high density, dark green color and its ability to compete with poa annua. Another feature that Curtis liked about 007 is that it can be mowed at fairway height without concern of “puffiness” or false crowning like some of the other new ultra dense bentgrass varieties. This allows the green turf to integrate with the approaches and fairways without any segregation. Curtis is currently mowing the greens at .125”. He plans on monitoring that height for playability and speed. The grow-in has gone very well. As a final touch, all of the greens were “plumbed” for Precision Air which allows the water to be blown or sucked out of the soil profile as needed.

Fairways: The fairways were completely renovated. Some of the contours were changed as needed. Basamid was used to kill the existing stand of turf. Curtis conducted trials on some of his practice areas to get a better “feel” for how the product and seeding rates would work. The seed varieties selected were, 007 (60%) SR1119 (30%) and

SR7150 Colonial (10%). The fairways are mostly grown in at this time.

Tees: Most of the tees were renovated in 2002 and 2003, so no major changes were needed. New tees were added on holes 6, 7 and 16.

Bunkers: All of the bunkers had the old sand removed. Sand trials were conducted by the members to select a new variety. Curtis installed different sands in different bunkers. Best Sand was selected based on member feedback. Sandtrapper liners were installed in all of the bunkers.

Trees: Tree removal and relocation were integrated into the master plan. A company called Stratapoint; data logged all of the trees with a GPS web based catalog system. The comprehensive plan calls for removal, planting, relocation and plant health recommendations. Primary concerns were for air move-



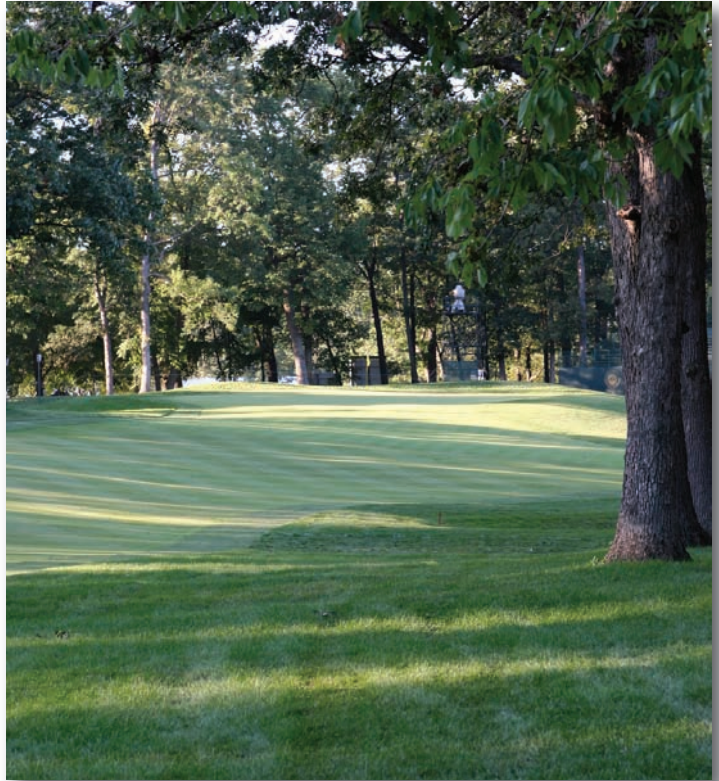

ment, sunlight exposure and to manage the trees as assets. Over 100 trees are targeted for removal. Curtis will move a significant number of trees using a 100" tree spade. This master tree plan was formulated in conjunction with extensive meetings with Curtis, Rees Jones, the Green Committee and the overall Membership.

Hole #15: Hole #15 was completely redesigned. Previously, it was a nondescript short par 4 with drainage problems. Rees Jones transformed it into a drive-able par four that will be one of the most talked about holes during the Ryder Cup. It will play between 280 and 340 yards. The drainage problem was solved with the construction of a pond fronting the green. It has a collection area behind the green for wayward shorts. The entire hole is very spectator "friendly" and will make for some "must see T.V."

The Maintenance Facility: The current facility is undergoing a transformation. It currently has an area of 6,000 square feet with undersized outdated amenities. It will be expanded to 19,000 square feet. All of the office and locker room areas will be upgraded and improved.

Curtis and his Staff, along with Wadsworth Construction were running a nonstop, high speed, round the clock operation to get the job done. He credits his assistant staff on Course #3 of Dave Kloss, Tom Dejong and Jake Mendoza to "drive the machine". As difficult and time consuming process as it was, he feels it was a good experience for all of his Staff. Curtis expects the course to be ready to open by June 18, 2010. Now that #3 is completed the Club will set its sights on

renovating courses #1 and #2. From what I saw on my tour with Curtis on a rainy afternoon, I think the Members, Tiger and the rest of the team will like the changes. Go USA. **-OC**


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THE BULL SHEET

John Gurke, CGCS, Associate Editor



December 2009

Welcome and best wishes for success to the following new MAGCS members:

Eric Yount, Class C, Westchester Country Club
Brian Stout, Class C, Edgewood Valley Country Club
Al Van Alsborg, Class E, Winfield Solutions (returning member)
Sean Treece, Class E, PHP

This month, on the 15th and 16th, Illinois Turfgrass Foundation (ITF) will hold its Winter Education program at Midwest Golf House in Lemont. Day one will feature a morning of the always-entertaining and informative Dr. Frank Rossi of Cornell University, and the afternoon will bring Todd Quitno of Lohmann Golf Construction, **Greg Martin** of Martin Design, and **Mike Sprouse** of Randall Oaks Golf Club together for a discussion of Construction Trends—The New Normal. You may have read about Mike's first-ever Links Across America project, which is a fully accessible short course and practice facility that was built at Randall Oaks this year, and is scheduled to open next year. This facility will provide access to the game of golf to many who would otherwise never have the opportunity to enjoy it. On day two, **Len Conley** of The Sanctuary will discuss Organic Fertilizer Benefits, **Dr. Tom Voigt** of the University of Illinois will conduct a weed identification short course, followed up by a presentation called the Reality Behind Artificial Turf. Make plans to attend—GCSAA points have been applied for.

Congratulations to the following members on their election to the board of directors of the Chicagoland Association of Golf Course Superintendents (CAGCS): **Tommy Witt**, CGCS-President; **Dan Marco**, CGCS-Vice President; **Dave Ward**-Treasurer; **Jeff Frentz**, CGCS-Secretary; **Jeff VerCautren** and

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DATES TO REMEMBER

December 4 – Annual West Side Superintendents Holiday Party at Seven Bridges Golf Club in Woodridge, IL, **Don Ferreri** host.

December 7 – Annual South Side Superintendents Holiday Party at the Bier Stube in Frankfort, IL.

December 7-10 – Ohio Turfgrass Conference and Show at the Greater Columbus Convention Center in Columbus, OH.

December 8 – Wisconsin Turfgrass Association Winter Turfgrass & Greenscape Expo at the Boerner Botanical Gardens in Hales Corners, WI.

December 15-16 – ITF Winter Education Program at Midwest Golf House in Lemont, IL. Details follow.

December 18 – Deadline to receive conference hotel rates for the GCSAA Education Conference and Golf Industry Show in San Diego, CA.

January 4-6 – Great Lakes Trade Exposition at DeVos Place in Grand Rapids, MI.

January 6-March 19 – Rutgers Professional Golf Turf Management School's Two-Year Certificate Program Winter Session at Rutgers' New Jersey Agricultural Experiment Station in New Brunswick, NJ.

January 20-22 – Mid-America Horticultural Trade Show at McCormick Place in Chicago, IL.

February 5-7 – GCSAA National Championship and Golf Classic in Palm Springs, CA.

February 8-12 – 2010 GCSAA Education Conference in conjunction with the Golf Industry Show in San Diego, CA.

March 6-14 – Chicago Flower & Garden Show at Navy Pier in Chicago, IL.

March 18-20 – International Golf Course Equipment Manufacturers Association's Virtual Trade Show at an internet-connected computer near you.