

Crew happiness is no happenstance — if you know how to motivate

By TERRY BUCHEN

Perhaps the hardest day-to-day task we face is getting the most work out of our employees while keeping them as happy as practical.

One idea that is working at our maintenance operation is to provide large banners throughout the maintenance center with positive-type statements, such as "We Can Do Anything," "Whatever It Takes" and "You Make Everything Happen." These have produced

some dramatic results.

Taking this one step further, I put up a large, framed sign that reads: "This Is a Good Place To Work." It sits alone on one wall. The response has been very positive. Quite a few employees have told me they really enjoy working here and like the sign. Hanging high over the kitchen area, where it is only accessible with a ladder, it has been crooked a couple of times and has always been straightened by a fellow employee.

THE ARCHIVES

I recently bought a fireproof, four-drawer, legal-sized file cabinet to save and protect the club's irreplaceable maintenance data that has been accumulated over the years.

It weighs quite a lot and cost \$1,500, but is well worth it.

We continue to use our existing cabinets for the day-to-day files of lesser importance.

Our as-built blueprints are constantly updated. For an accurate accounting of our

resources, we use our own mylers, bluelines, sepias and velums when making any changes to course design, drainage or irrigation, tree planting, etc.

We have a duplicate set of as-built blueprints at my house as an extra safety net in case of catastrophe. Many superintendents have back-up blueprints stored in bank safety deposit vaults as a fail-safe.

We back up information from our computer hard drive on disks at least once a week and store

them in my house in case of a disaster at the maintenance building. Some superintendents

are acquiring fireproof computer disk file cabinets that stand alone, or will fit into the bottom of a legal-size file drawer. They are also heavy and costly, but worth the price for protection.

It is a secure feeling to know that any data about our operations is duplicated and located off the property in a place that club officials know about.

WOULD YOU BELIEVE?

If you want to have fun with a friendly wager with your peers in the green industry, try this for size. I was visiting a superintendent friend in Florida once and saw something that defies logic. His mechanic had just removed all the bedknives from a seven-gang pull-type fairway mower in preparation for grinding the reels and bedknives. The mowers were still hooked up to the frames and tractor. As the mechanic was pulling the fairway mower toward the maintenance building, which was about 300 yards away, we noticed the reels were not turned off and the mower was mowing beautifully and evenly without bedknives! What a sight to behold!

The superintendent mentioned that he mowed his fairways frequently without bedknives, considering that they have Bermudagrass.

He said that in preparation for a major tournament, or especially before overseeding of Bermudagrass, this was the best means to get the mower to cut as low as possible for a mild renovation.

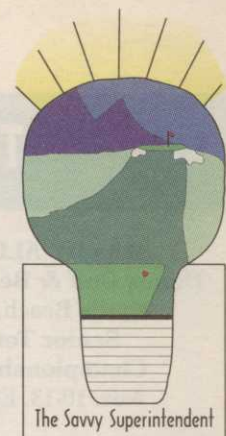
During tournaments in the summer, he mows just a few times to smooth out playing conditions by removing any extra "mat" that forms during the summer months on this aggressive warm-season grass. How about that?

Jenkins new president in Central Florida

Brian M. Jenkins of Dubs-dread Municipal Golf Course in Orlando has leaped from the secretary-treasurer position to president of the Central Florida Chapter of the Florida GCSA in the wake of resignations from President Chuck Blankenship and Vice President Donald W. McCommon of Ventura Golf and Country Club in Orlando.

Blankenship also resigned his position at Ridgewood to pursue other interests in the industry.

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