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Greens-Staff Management Demands Tact

By TOM F. MASON
*Greenkeeper, Hendon (England) Golf Club**

OWING to the large areas of the modern golf course, with its corners and out-of-the-way places (where the opportunity for the slack man to do a quiet dodge is so often present), we all realize how necessary it is for the greenkeeper to build up a staff of good, honest, conscientious workers, and, having them, to look after them in such a way that they in return will be always ready to do the best for him and for the club who employs them.

There is, in the opinion of many greenkeepers, room for much improvement in the relations between the greenkeeper and his staff, and I venture to put forward a few suggestions for the consideration of those who may not have given the matter much thought.

The good greenkeeper never loses sight of the fact that the successful working and upkeep of the course depends as much upon the staff as upon himself, and it is up to him to do his part in dealing with those under him. One hears occasionally of a greenkeeper who has adopted the manner of the Kaiser, and fancies he is going to get the best out of his men by bullying methods; but sooner or later things are bound to go wrong, and the result will be serious trouble all round. On the other hand, where too much leniency and familiarity are practiced the men get out of hand, and the course and everyone else suffers.

To be a successful greenkeeper one must be above everything else tactful. He should know each of his men's capabilities and allot to everyone the job he is best suited for. At the same time I do not advocate the old-fashioned method of teaching a man one job and keeping him to it, for in my opinion every man should be taught another man's work, so that in case of emergency, illness, etc., there is always a man ready to fill up a gap. A greenkeeper who has trained his men in this way not only rids himself of one of his minor worries, but is ready for an emergency.

It may be said that it is too difficult a task to teach every man another man's work, particularly when, at certain times of the year, every man has his own work cut out to get through his own particular



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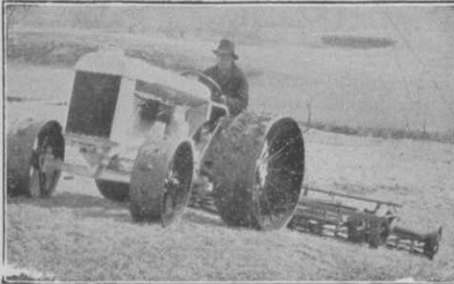
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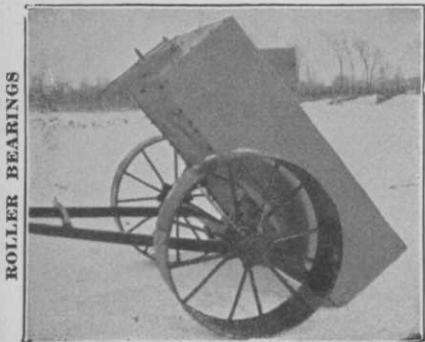


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job; but, my friends, you will find that if tactfully approached a man will always respond to your request to quicken up a trifle, when he knows that the time gained is going to be used to his own advancement and the good of the course. This, at least, is my experience, for I have always found my men keen in this direction.

My experience has taught me that, however big the staff, all can be made as one; this again by the use of a little tact. I have adopted in the ordinary work on the course a mild form of competition with the very best results, one of which has been to bring out the better man. This gives the man confidence in himself, and those not quite so good confidence in him. At the same time the greenkeeper is in the position "of being able to select" his understudy without friction of any sort, which is certainly most desirable.

On the other hand I admit that without tact the result of such a competition might upset a whole system of good work.

One must be diplomatic in all things, strict with regard to timekeeping, as ready to play as anyone when the leisure time comes, but stern when necessary. Encourage your men by never failing to appreciate good work done. Such a policy, I am sure, cannot fail to give the greatest satisfaction to those who work under you and to the club who employs you.

**From the Jour. of Golf Greenkprs. Assn. (England).*

NEW BUDD BLADE PERMITS SHORTER MOWING.

Ravenna, O.—Engineers of The Budd Mfg. Co. have recently embodied new feature in the Budd "4 cutting edges" blade that will strike a responsive note among mower users everywhere. This feature is a tension plate, which fits between the mower bed plate and the Budd attachment, thereby, it is claimed, allowing shorter mowing, an advantage many mower users have long wanted. Moreover, this tension plate feature is said to provide an easier cutting touch on the reel. The new feature is supplied only on Budd equipment made for mowers of 22-inch cutter bars, and larger.

HOVEY CATALOG OUT

Boston, Mass.—Hovey & Co., 150 Milk St., have a new edition of their catalog of course supplies and equipment. The catalog gives extensive detail concerning a big line. A copy will be sent free on request to any greenkeeper or chairman.