

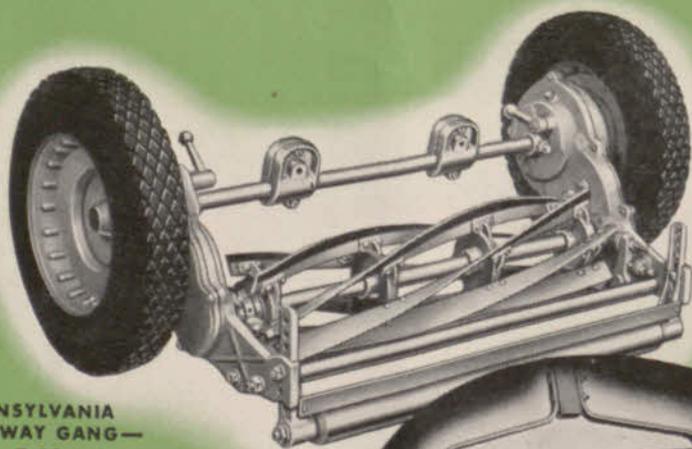


# PENNSYLVANIA

QUALITY LAWNMOWERS SINCE 1877

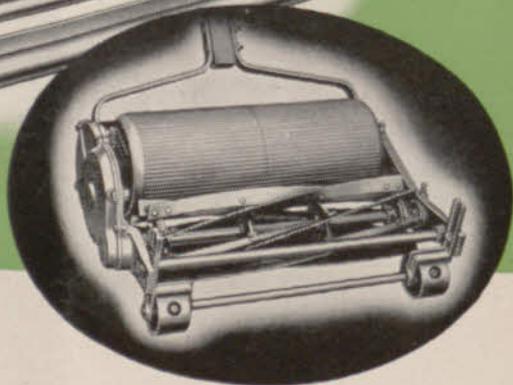
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October, 1948

# Train Pro Assistants In Team Duties

By JOHN BUDD

Professional, En Joie Country Club, Endicott, N. Y.

"Fellows, we're a team and all must work for the good of this golf shop and the golfers we serve. To stay on this team, you must work for the good of all. When you cease to be a team player our service will suffer, and quick," so advised a top professional as his staff started another busy golf year.

Co-operation among the members of a golf shop staff is bed rock for success. Harry Obitz, popular ex-Californian, now serving Shawnee-on-Delaware, Pa., trains his staff for specialty work and each has his job to do. These fellows now have a good golf show that has been built around Harry and his trick shot ability. Good stuff for golf promotion and good for Harry too.

The pro who can train and manage a good shop staff is well on the way to success. Good assistants build reputations for the fellows who train them.

It's easy to divide shop work and make each of your staff a specialist in certain work. Place duties under the name of each assistant and make him responsible for that special task. Every few days spend some time with this fellow checking on his regular jobs. See that he keeps up to date on all work.

## Get Ahead on Work

Golf work is spurt work. Too often a shop assistant gets lax because there are times when he has nothing to do. Be sure that your men keep their jobs well up-to-date. I make a point of having things done in advance. Tournament plans can be laid well in advance. Sheets can be lettered, rules made out and all details arranged so that you just have to let-er-go when the play begins.

Get your men interested in teaching and the study of golf. Hold always before them the idea that they must develop as teachers to be worth their salt as golf professionals. I have always told my boys that a shoe salesman could do a job at selling some of our shop stock; we might train a garage mechanic to fix clubs; and many types of personnel could be adapted to shop work of a sort. But when you speak of teaching you touch

another side of golf. The golf teacher who can produce results is always in great demand. Encourage your assistants to tackle the hardest and most important part of the golf profession, good teaching of all golfers. Teach them to teach. That is the basis of satisfactory pro department operation.

Make one man an expert on handicapping. Teach him the system used at your club. Also make him study the whole handicapping structure so that he will be conversant with other handicap systems when they are mentioned around the club.

One of my shop helpers has been trained in lettering so that he can do a creditable sign job. We always price-mark our merchandise in big plain letters. A good shop sign painter is a valuable asset. It is far better to place signs on bulletin boards and tournament cards rather than just typed sheets.

You who have seen Kimmel's work at P.G.A.-sponsored tournaments will know how important good score boards can be.

## Balance Assistants' Training

In training your shop team you must develop specialists but at the same time bring all of the boys along so that they are familiar with every type of shop duty.

Our staff works in the shop on repairs together and I show both of my assistants how to do things. I make them try new ideas and I hold back when they get in trouble. Thus, see if they can solve things themselves. If not, I show them the way out. Develop your assistants' initiative and you will have team play that gives top service, builds confidence and raises your prestige in your profession and in your local area.

Team play means a smooth-working organization based on leadership and decision by the man at the top. When you have to turn on the heat, do it in a big way. When you need to lead the boys along the right path, just point the way. Show them that you are willing to do your part and help them to develop their abilities and earning power. Men trained in this manner will take their own golf job some day and be a credit to you and

to the work you have put in their development. Make a varsity team of your golf shop staff.

### **List Specific Duties**

Remember, when you were new in golf that you made errors of omission and commission because you didn't know what you were expected to do. Pros on jobs sometimes don't serve satisfactorily because they haven't a clear understanding of what their duties are expected to include and what others on the club staff are expected to do.

From recollection and observation the experienced pro ought to see the wisdom of supplying his assistant, or assistants, a written outline of duties. In detailing specific duties it is to be understood that the specific duties are the prime responsibility of the assistant to whom the duties are assigned, but that good teamwork calls for willing help when another member of the team happens to be overloaded.

At our job I have specific duties assigned in the following manner—and in writing:

#### **BILL DENNIS**

- Club cleaning and repairing.
- Handicap system.
- Locker allocation and collection.
- Golf carts; repair and service.
- Cleaning and check-up of front hallway, front entrance and grounds around pro shop.

#### **JOE ZEILIC**

- Shop display, price marking, stock needs, ordering.
- Books and inventories.
- Dues collection, starting and ranging.
- Publicity and tournaments.

#### **BOTH ASSISTANTS**

- Sell green fee tickets.
- Sell merchandise.
- Good will ambassador.
- Teaching.
- Train and supervise caddies.
- In case of gripes advise John Budd of gripes, but not the person complained about.
- Try to stop gossip and troubles before they get a start.
- Be sure to talk and write out details of any misunderstanding or complaint before leaving the shop at night.
- Extend the same pleasant, competent treatment to all members and visitors. We must serve them all alike; the ones we personally like and those we don't know so well or so cordially.

I make clear to my assistants that our decisions and feelings on any matter pertaining to the entire club must be determined by the over-all picture, therefore it is advisable to reserve our opinions and decisions until we can look at all sides.

Further, I impress upon them that what we do and say in the shop and our business transactions are confidential matters and to divulge any of this conversation and data to any outsider is a breach of the trust placed in us by the company employing us and a violation of the complete confidence I place in my team.

Discretion is one of the strong points in first class pro department operation. This requires training of the shop assistants before they learn for themselves that what they do or say out of turn will hurt them.

## **George Drennan Dies at Penn State Field Day**

Tragedy struck on the 18th green at Penn State Supts. Tourney, Sept. 20 when George Drennan, Stumpp and Walter Co. salesman, dropped dead. He was playing in a foursome with C. S. Hardenstine, James W. Morrison, and Riley E. Heckert, CC of Harrisburg (Pa.) who was chmn. of the Field Day tournament.

Drennan, 59, was stricken with a heart attack on the 18th green. He bent down to line up his holing out putt, and collapsed on the green. In 1926 Mr. Drennan joined the Stumpp & Walter firm, after serving as sales manager of the Interstate Chemical Co. in Jersey City, N.J. He was a member of the Pocono Turf Assn. and N.J. Greenkeeping Superintendents' Assn. Born in Perryville, Md., he graduated from the Wilmington Business School, studied agriculture at the University of Florida and attended many short courses in fine turf management in New Jersey and Penna. He will be replaced by M. D. ("Doc") Crawford who previously handled the Long Island area for Stumpp & Walter.

Central Penna. Greenkeepers' Assn. members turned in the best 4-men score of 572 in winning the 36 hole tournament at the Penn State College Field Day meeting, Sept. 20 and 21. There were 57 entries in the event, representing the 6 course maintenance associations in the state.

H. B. Musser and Al Cooper of Penn State were presented with prizes by the course supts. Dean Schott made the presentation.

# Hosts Plan for GSA Meet

By BILL GRAFFIS

Southern California Golf Course Supts. Assn. plans for being host to the 20th annual turf conference and exhibition of the Greenkeeping Supts. Assn., Feb. 7-11, 1949, assumed definite shape when the executive committee of the SCGCSA met at Wilshire CC, Sept. 27.

Bill Beresford (LA CC), pres., SCGCSA, is confident that the program will be the most practical, interesting and entertaining ever presented to golf course supts. at any of their excellent national meetings. Confronted by the challenge of drawing leaders in golf course maintenance work from all parts of the country to Los Angeles, Beresford and his associates have worked on the basis that their arrangements must not only provide for a lively and thorough presentation of the national association's work but must offer entertainment and inspection tours of unique character.

Beresford and Jack Pahl (Wilshire CC), SCGCSA sec., point out that reduced air travel rates should help swell convention attendance from distant points and that motoring by the southwest routes to Los Angeles afford opportunities for inspection and study of attractive courses and scenic features. In the opinion of the Southern California course executives the trip to and from the Los Angeles convention will be one of considerable business educational value and will give Mr. Greenkeeper and his wife a chance to enjoy a rare vacation together as a reward for the working schedule from sun-up to past sun-down which the superintendent generally has to maintain in getting and keeping his course in top condition.

## Club Officials Cooperate

Cordial cooperation the SCGSA is receiving from Los Angeles district club officials in the convention planning will attract green chairmen along with the superintendents. Courses in the Los Angeles area will be opened for play and inspection of GSA visitors.

Gomer Sims (Meadowlark CC), chmn., entertainment committee, SCGSA, has arranged for a golf tournament between eastern and western teams of superintendents. Sims and his committee have scheduled trips through motion picture studios and radio stations and a dinner party, dance and floor show at one of Hollywood's noted night clubs.

Superintendents attending the convention will have earned the relaxation of the

entertainment program for the educational program is heavy. For the first time at a national convention of golf course superintendents outdoor demonstrations of equipment will be possible during the show.

Details of the conference program are being set by the GSA. The general schedule is:

Feb. 7—Registration at Alexandria hotel, Los Angeles.

Feb. 8—Business meeting at Alexandria hotel.

Feb. 9, 10, 11—Educational sessions, with lectures, films and practical demonstrations of all phases of golf course maintenance and construction work. With the GSA, the SCGSA and distinguished visiting agronomists; the University of Southern California, University of California at Los Angeles, University of California, State of California and U. S. Department of Agriculture are collaborating in preparing the program of addresses, demonstrations and field studies. Demonstrations will be at the Memorial Coliseum and elsewhere.

A guarantee of 1400 rooms for the convention has been secured from Los Angeles hotels. Constant demand for Los Angeles hotel rooms necessitates early reservations which should be made through A. L. Brandon, sec., Greenkeeping Supts. Assn., St. Charles, Ill. It's either that or taking a chance on sleeping in a park, blanketed by the celebrated Southern California climate.

## Local Transportation Arranged

There will be no transportation worries for the conventioners as Bill Stewart (Hillcrest CC), chmn., transportation committee, has arranged for Greyhound and Tanner buses to carry groups to all spots on the business and entertainment programs.

Executive committee of the SCGSA, Pres. Beresford, Sec. Pahl, Bill Stewart, Walter Langton, Gene Marzolf, Gomer Sims, Robert S. Greenfield, Bob Adams; and the 60 other members of the organization and their chairmen and presidents make a firm promise that attendance at the Los Angeles 1949 convention of the GSA will be one of the most productive business and educational investments a golf course supt. anywhere in the nation could make.

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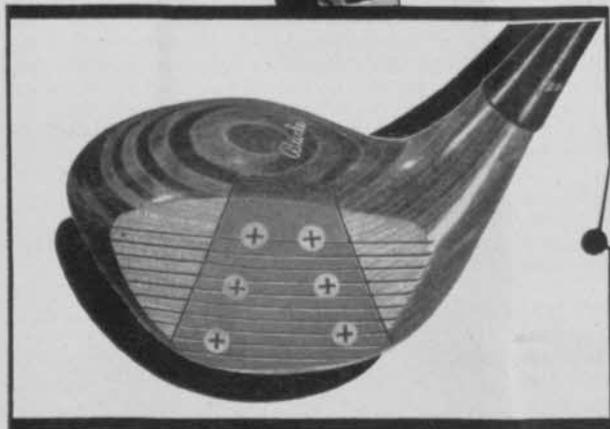
## VACUUM GRIP

By Golf Pride

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McLaren makes sure aerifier is properly adjusted as preparations are made to aerify all greens.

## Hydraulic Lift Simplifies Operation of Aerifier

By MAL McLAREN  
Oakwood Club, Cleveland, O.

The aerifier has developed into as important a piece of maintenance equipment as we have on hand at the Oakwood Club. The time is not too far off when we may well look back and puzzle over how we were able to get along without it. There is little of the course that receives yearly maintenance that has not been covered by the aerifier. It has been found effective on not only fairways and greens but tees as well and in each instance we have been pleasantly surprised by the results obtained when we have put it to uses other than that for which it was generally planned.

The aerifier has been ideal for perforating a green before sprigging in Arlington bent stolons. Lime and fertilizer were applied to the green before sprigging in the stolons and later topdressed. In the past it has been difficult to cultivate, and seed a tee and keep it in play. The aerifier makes it possible to aerify the tee, seed it, and keep it in play without having all of the seed tramped out because the seed which falls in the aerifier holes has

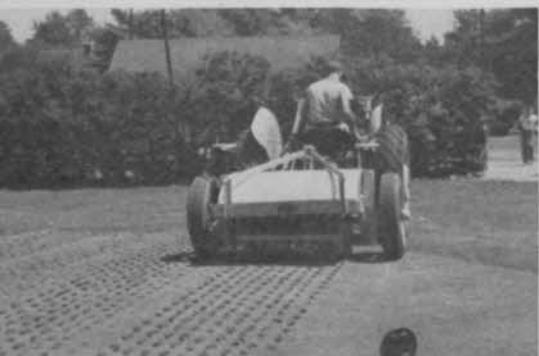
a chance to become established and will withstand the traffic.

Working on small areas such as the tees and some of the greens presented a problem when using two pieces of equipment. In order to avoid too much tracking with heavy equipment and an excessive amount of turning we have cut off the drawbar and the V-shaped part of the aerifier frame and by adding some pieces of angle iron have attached it directly to the hydraulic lift of the tractor. This has made the tractor and the aerifier one unit, has simplified the operation considerably and has helped to overcome the difficulties previously encountered.

The pictures at the left do not show all of the details of construction which make it possible to attach the aerifier to the hydraulic lift but the following will give you an idea of what we did to make this possible. After cutting off the drawbar and the front part of the frame a piece of angle iron was attached to each side of the back of the aerifier and one support was placed in the center front. Two strips of steel connect the front support to the support with the angles at the back. In addition there are two angle irons fastened to the aerifier frame on either side of the front support which are attached to the lower arms of the tractor completing the lift attachment which makes one unit of the tractor and the aerifier.

The hydraulic lift makes it possible to start aerifying at any given point or to stop aerifying at the edge of the tee or green. Depth of aerification is easily adjustable by screwing the reel up or down when the aerifier is off the ground. In cases of excessive compaction where additional weight is needed sandbags can be placed across the back of the frame to give as much weight as is needed. We have increased the utility value and simplified the operation of the aerifier by making this direct attachment to the tractor and as a result it has developed into one of our more important pieces of course maintenance equipment.

Advantage and ease of operation of hydraulic lift is illustrated in the scenes below which show aerifier at work and machine lifted at edge of green. Starting and stopping at any given point avoids complication of turning with spoons still in the ground.



# Announcement

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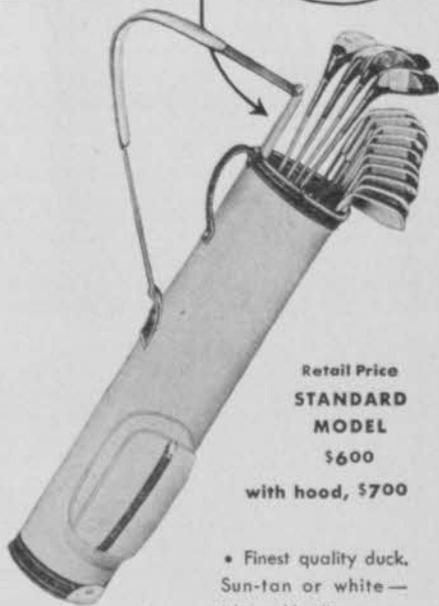
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**1700 W. HUBBARD STREET, CHICAGO 22, ILLINOIS**

October, 1948

## NEW TOPDRESSING "Wud-Loam" Shows Promise in Use on Southern Greens

By EVERITT A. SHIELDS

Course Supt., Druid Hills GC, Atlanta, Ga.

For years greenkeepers have diligently applied peat moss, or some other form of decayed vegetation, to their greens hoping to satisfy their ever increasing, more exacting members with a more luxuriant, truer putting surface. Many greenkeepers religiously dress either peat moss, IRO (pulverized cotton bolls), saw dust, peanut hulls, leaf mold, or motes (cotton seed) into their greens, hoping to get a better cushion into them. Any of these materials will help if properly handled, but each has disadvantages which must be offset, and usually you wish you had tried something else, before your greens absorb any one or all of these topdressings. I have tried, or seen tried, most of these materials with various methods and with varied results. Like the majority of greenkeepers I have talked to, I too have wished for a better solution to one of our "musts" with bermuda: namely, an organic substance that is porous and will stay down; neutral or alkaline in Ph; and more economically applied to a putting surface uniformly so that our heavy play during our application season (usually June) wouldn't be disturbed. I have high hopes for Wud-Loam Activated Mulch, an entirely new product, which I have tried, and like, as being the possible answer to our problems.

Wud-Loam Activated Mulch is made by shredding through grinding, of the bark of poplar, sweet gum and tupelo trees. The process is patented by Alexander Sales and Service, Athens, Ga. The bark is steam treated to remove tannic acid and other undesirable substances. Although Wud-Loam Activated Mulch is not a definitely proven product, as yet, I do not hesitate to vouch for its many promising features, assuming of course it too has its disadvantages. I like the way it tends to mat together, forming a complete coverage over any bare area. It is not as porous as peat moss, but its coverage of a surface gives the same results as a water preservative. Once it is broadcast over an area it stays put if you have any vegetation at all. It is fibrous and doesn't wash or ripple as easily, in the event of rain, as does the presently accepted humus. Therefore, it has advantages in preventing the dead spots we all have in the early spring in our bermuda greens.

Bermuda covers over an area of this mulch much as it does over a sanded area which is kept moist, and catches up

faster. I also like it for coverage on bermuda seed which we always try to plant heavier on our weak spots on the green. In repairing gouged out places on tees I know of no equal as Wud-Loam does not necessarily have to be dressed or watered in. It works well on paths from greens to tees; which we all have.

### Grass Comes Through Fast

If you wish to cover an entire green, you can get by with about one-half the usual work. Grass catches up quite fast through the application, and the worry of inconveniencing your play is decidedly minimized.

The material is finely shredded, with no sticks, rocks, or hard pieces of wood that will cause extra work. It is either broadcast onto your green by hand and swept in with a cane pole, or mixed with your soil and applied as a dressing. Lime, fertilizer or arsenate mixes well with it. It is applied at the rate of 50 lbs. to 1000 sq. ft. of putting surface, applications varying as you desire.

It is the best thing I have found for hillside greens that have sharp undulations which simply refuse to hold water. I estimate that green watering troubles will be cut by one-third if not more by proper applications. It, therefore, could and would help many amateur grass growers with their lawns.

Greenhouses say that Wud-Loam has advantages over former methods of mixing with their soil better, yet holding moisture, and is not as apt to cause a change of Ph on their flowers requiring a constant Ph. The material stained with Aurogreen will work fine on some unsightly place on your green, and minimizes questions. Humus patches on a green are always noticed, and discussed by the golfers who miss their putts.

Wud-Loam worked very well in treating areas that I found necessary to burn or pick on my greens during the summer season. It didn't pack nor allow the soil to pack in the treated areas. Fertilizer and lime were mixed in this application.

The experimental work I did with this product makes me enthusiastic about its possibilities, and I feel sure that individual experimental work, even on the northern grasses, would be worth investigating. If we are to progress as turf men, we must constantly be on the alert for new products which are sound and progressive. This testimony was unsolicited by the Alexander Sales people, and is solely a suggestion from me in compliance with a request from GOLFDOM to tell what I have seen that is new in course maintenance advances.

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Remarks \_\_\_\_\_

## **It's On The House**

By **TOM REAM**

Mgr., Westmoreland CC

**To the man who finds fault with starting at the bottom of the success ladder and climbing up: it's either that or starting at the top and tumbling down.**

\*\*\*

You're of value as an employee only if you arrive in good condition. Appearances to the contrary notwithstanding, the only way to come out right is to do what's right.

\*\*\*

**Just as salesmen aim for high selling average, so club employees should strive for high pleasing average.**

\*\*\*

It takes rare ability to be both a genial host and a thrifty manager.

\*\*\*

**Watch curling mats so as to avoid trip-ups, resulting in falls.**

\*\*\*

Initiative is something you can't put your finger on.

\*\*\*

**For your modernizing plans, the best is what you want.**

\*\*\*

"Sneaking a fag" too many times a day wastes time. It also has a bad moral effect on the sneaker because he learns to do things on the sly.

\*\*\*

**There is only one way to get more efficiency. Hire better people. Train them professionally, supervise them closely.**

\*\*\*

Cultivate your disposition to get along with people.

\*\*\*

**Beware of the employee who resents criticism or modification of suggestion.**

\*\*\*

**Deodorize and disinfect telephone mouthpieces.**

\*\*\*

You would never believe that rolls can keep so crisp, so fresh, so tasty for so many hours until you taste them out of a modern roll warmer.

\*\*\*

**Lazy employees are an extravagance that few clubs can afford.**

### **Air Drainage Off-Neglected Item in Construction**

By **CHET MENDENHALL**

There has been a great deal said about water drainage both surface and subsurface, but in most cases little or no thought

has been given to air drainage. Air is just as important to plant life as water in fact they go hand in hand, a plant cannot live without both air and water. Air currents can be influenced by grade contours and by landscape plantings, but how few golf course architects give any consideration to air currents when they are constructing a green.

In Kansas City there are some fine examples of greens construction with no consideration to air drainage. I would like to give a couple examples without naming any course.

Example A. This green is located in a rather low area, the green faces west and the construction around the green is good as far as grade work is concerned—there are no high mounds. A group of large trees along the south side of the green have been trimmed high in order to create a down draft of air under them and across the green, this is all very good. But here is the joker, on the north side there is a roadway with a fifteen foot fill. The club wishes to keep their grounds rather private so they have put an evergreen planting along the roadway at the top of this fill which has grown to a height of fifteen to twenty feet.

This completely blocks all air movement and creates a dead air pocket over and all around the green. This green gives more or less trouble every summer during the hot weather and most of it is due to the landscaping along the roadside.

Example B. This green is located on high ground facing east, and should be an ideal location for a green. In this case the architect constructed a sharp high bunker all around both sides and the back of the green. There is a highway on the south side a short distance from the green, the roadway is in a cut and there is a ridge of dirt thrown up along the side of the road. All this mound work shoots all the air currents up and over the green, leaving dead air next to the green surface. This green has had the center bad every summer with poor water drainage getting all the blame. It is true, surface drainage is poor but air drainage also plays a vital part in the trouble with this green.

Bunkers that are well located and graded out with long slopes are not serious air hazards and large trees that are trimmed up high will help in guiding air currents, but high sharp mounds and thick shrubs and underbrush in wooded areas will completely block air currents and cause dead air pockets. If you have a green that is giving trouble before you spend a great deal of money rebuilding the green check your air drainage.

—Turf News.