



2001 SPRING BUSINESS MEETING

By **Brian Ferrie**, Golf Course Superintendent, Horseshoe Bay Golf Club

Monday, March 5, brought 87 members of the WGCSA to the Ramada Plaza Hotel in Fond du Lac, Wisconsin for the Association's Spring Business Meeting. The agenda for the day included an informative "Teambuilding" seminar conducted by Gerry Sweda, a hearty lunch, the WGCSA business meeting, followed by the Association's first Masters drawing.

The educational portion of the meeting was a part of the Etonic Leadership Series that is offered to chapters by the GCSAA. Mr. Gerry Sweda, of Sweda Training and Development Services, had only four hours to cover a topic that, if broken down, could easily run into a full day seminar or more. His seminar was titled, *"Teambuilding": The Concept Of Developing Self-Directed Work Teams To Reach More Of Your Work Objectives.*

Mr. Sweda began by describing Teambuilding as "initiated" change, and there are four key characteristics of change:

1. All change is disruptive;
2. All change is frustrating;
3. All change takes time;
4. All change leads to different results.

Sweda encouraged superintendents to initiate change.

After describing the "typical" management system, Mr. Sweda went on to illustrate three scenarios of "dysfunctional" management, followed by instruction to improve or correct the dysfunctional situations. He stated that every business, golf courses included, utilizes employee teams to get work done. Your entire work force is a team. However, because of the "typical" management system used, it is a team that functions as a group.

Changing to a self-directed work team is nothing more than getting your workers to function as a team, or an assortment of teams. Sweda went on to define a "team" as:

1. A collection of individuals who are committed to achieving common objectives, who work well together and produce high quality results.
2. An emotional entity, rooted in the thoughts and feelings of its members, who care about their (the team's) well being.
3. An assortment of people who come together to accomplish tasks that require the continuous integration of the knowledge, ability and skills distributed among them.

One of the next activities was to assess your own management position and how you can move from being a "manager" decision maker, to a "group" decision maker (teamwork).

Along with Mr. Sweda's closing thoughts, he included a list entitled "The Value of Teams":

1. Teams increase productivity.
2. Teams improve communication.
3. Teams make better use of resources.
4. Teams are better at solving problems.
5. Teams make higher quality decisions.
6. Teams mean higher quality goods and services.
7. Teams mean improved processes.
8. Teams mean more involved, more satisfied worker.
9. Teams develop worker skills and abilities.

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10. Teams relieve middle managers of some of the extremes.

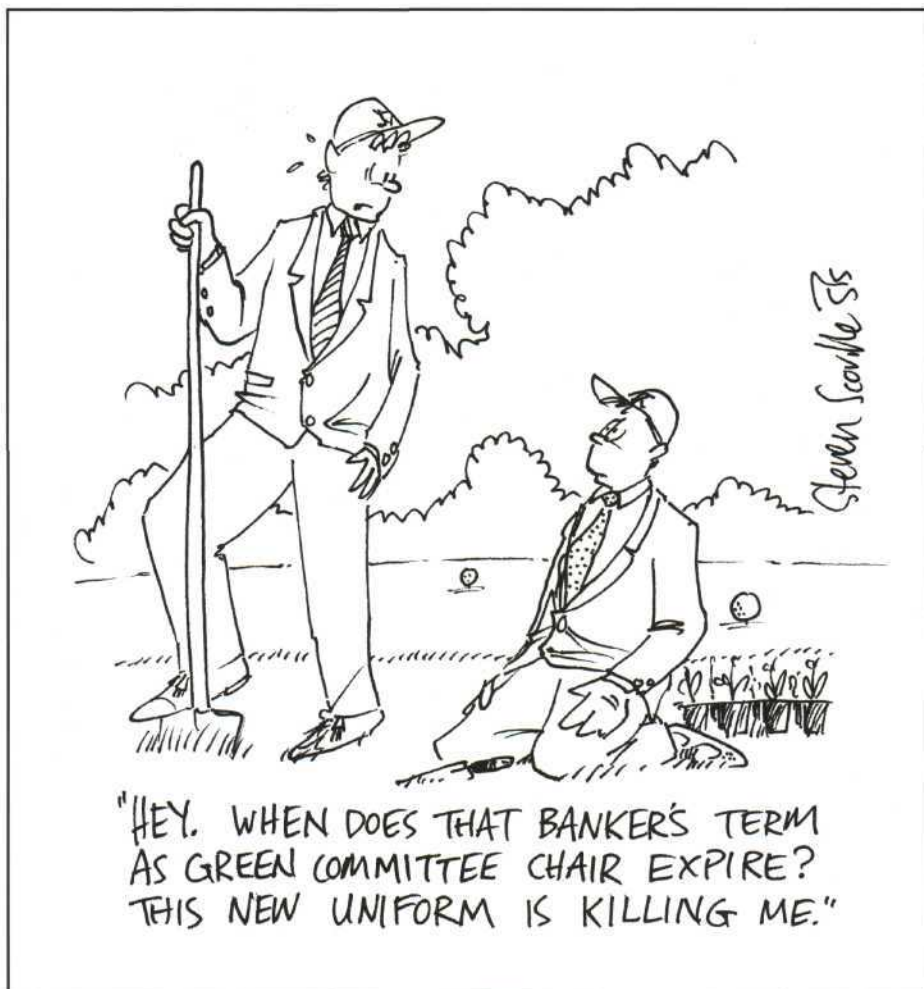
Sweda believes it truly is a concept worth considering.

The WGCSA's business meeting moved along very quickly with officer, director and committee reports. The 2001 WGCSA budget was presented by Treasurer Marc Davison and Vice President David Brandenburg reviewed the 2001 scholarship and research proposal prior to voting and approval. President Kris Pinkerton then reviewed the communications he has had regarding the NR 151 proposal, along with public hearing dates being held in March. Any and all individuals able to attend were encouraged to do so. Secretary Mike Lyons recognized three superintendents in honor of

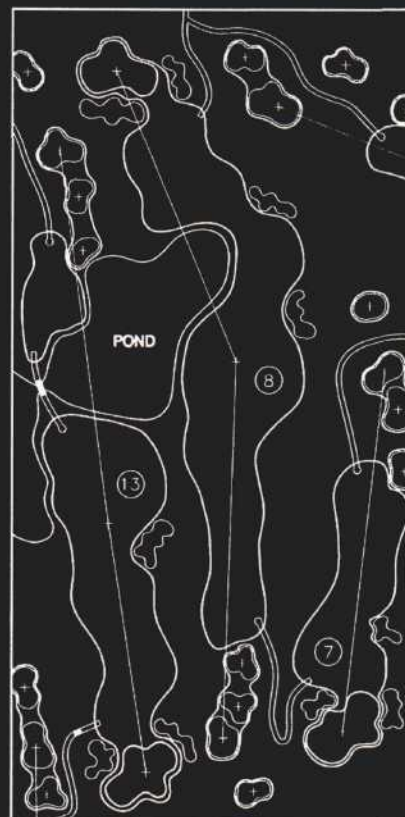
earning their 25 year plaques. Glen Gerth, superintendent at Mascoutin C.C., Jefery Parks, superintendent at University Ridge G.C., and Fred Fabian Jr., of Ross Teal Wing Lake Lodge were all recognized; none were able to attend.

With all business finished, it was time for the much awaited, first, and hopefully annual, Masters Drawing. Winners of the raffle drawing included; Allen Fude, Bill Knight, Oscar Peterson, Jake Renner, Joe Kuta, Doug DeVieres. Rod Johnson and Monroe Miller were drawn as alternates.

The next meeting is scheduled for April 23rd at Lake Arrowhead Golf Club in Nekoosa. Hopefully all of you will make your best effort to attend. ♣



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