

has unique qualities, none is mutually exclusive. Aspects of all five characteristics are needed for business success in the future.

The resilient turf manager is positive

In a recent episode of the new TV series CSI, the crime scene investigators were solving a bombing at an office building. The culprit turned out to be the high school son of a fired employee. The son was so incensed by repeatedly hearing his father's bitter complaints about being fired unfairly that the son determined that it was his duty to "get even" with his father's former employer.

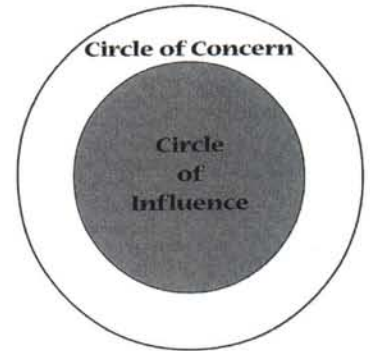
Although fictional, this story illustrates how dramatically both our words and attitudes impact ourselves and those around us. The father in the story had no idea

how his words and attitude were impacting his son; in this situation with devastating results.

If an individual is not positive about what he or she is doing – whether a golf course superintendent or a university professor – it is time to seriously consider a change in attitude or job or both. In fact, personal development experts are unanimous in the recommendation that each of us must consider making whatever changes are needed – including changing jobs – to develop a positive attitude about what we are doing. Each of us must seriously examine our attitudes for the sake of ourselves and for the emotional health of those around us.


One help in staying positive is to concentrate on things that we can influence rather than things over

which we have no influence. In the diagram below, the circle of concern includes everything in the white and dark circles. The dark inner circle contains only those items that concern us *and* which we can influence. Staying inside our circle of influence will lead to a more positive attitude.



Developed by Sharon M. Dantes, College of Human Ecology, University of Minnesota.

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Weather, for example, is in our circle of concern but is not in our circle of influence. Dwelling on the weather only creates frustration because it is not in our circle of influence. In times of inclement weather, it is almost impossible to focus on the weather and stay positive. We can, however, move to our circle of influence by concentrating on making plans to be prepared when the inclement weather has moved on.

The resilient turf manager is focused

The quote, "Without a vision, the people perish," originates in Proverbs and is used by motivational speakers and management consultants to illustrate the importance of vision to individuals, businesses and organizations. Most of the readers of this article are a part of business with a mission that involves turf.

What is your personal and course or business vision? Golfer or homeowner enjoyment? Community beauty or well being? Personal growth and development? Providing an environment for golfer growth?

We believe you know your personal and organizational vision. By more clearly articulating your vision you are in a position to clarify or even alter your mission. You may find, as have many turf managers before you, that there is more than one alternative that can fulfill the vision for you and your course or business.

One danger of not being focused on your real vision and mission is that you can get stuck and resist change when that change would improve your situation without deviating from your vision. You must continuously ask how important it is to your vision to do things a certain way, to use a particular technology, to work on a particular course or place of business.

We can all become more

resilient in regard to change if we know and focus upon what is really important – our personal vision, the vision of our family, and the vision of our course or business.

The resilient turf manager is flexible

Dr. Peter Senge, a well-known professor at MIT, asks his students to view change as a biologist. This seems like an interesting analogy for those of us interested in turf, but what does he mean? Think of turf or another plant that is not growing well, perhaps it is wilted

or diseased. What do you do? Do you tell it to grow? Of course not; you figure out what is wrong and take corrective action.

When we find ourselves or others not changing, what do we usually do? We often tell ourselves or others to change. That would be equivalent to telling the ailing plant to grow!

Dr. Senge suggests that we should approach change similarly to how we approached the ailing plant. Focus on why we or others are not changing and then remove the constraints to change and provide need-

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ed support to enable the change.

What are some of those constraints? It may relate to our attitudes. We may be negative and need to become more positive. It may be that we are stuck in the outer portion of our circle of concern and need to move into our circle of influence. It may be that we need more information and need to take the time to collect, analyze and use that information.

The second part of Dr. Senge's suggestion is to provide support for those who need to change. For others that means encouragement and assistance. What, however, does that mean when we personally need support to change? We suggest that it means reaching out to your family, friends and colleagues and ask for their support in your efforts to change.

A concluding comment

You are likely reading this arti-

cle in the dog says of summer. You have been working too many hours and are becoming "burned out." What should you take away from this article?

1. Lighten up. Think about those things that are frustrating you that are not in your circle of influence. What can you do to move to your circle of influence? When you find yourself being angry, anxious, or frustrated, ask yourself: "What is it about this situation that I have control over?" This moves you back into your circle of influence.

2. Be more positive. Think about the many great things that have happened already this summer. Start first with how you talk about things. Reframe them in positive words. A more positive attitude and behavior gradually comes with positive words.

3. Seek support from others. Think about issues you have that are troubling you or you are avoiding.

Stop avoiding them and ask for help in finding solutions.

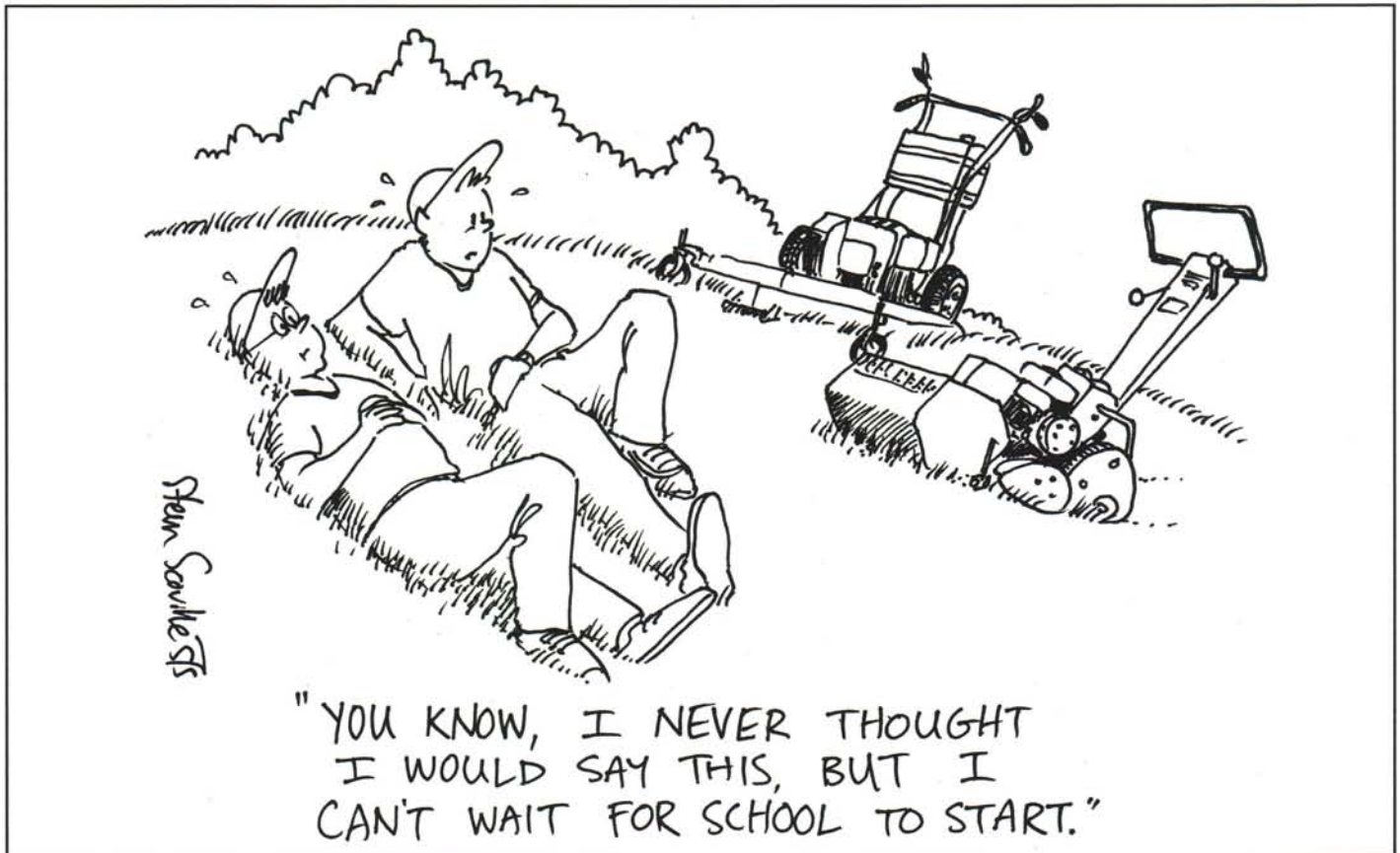
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Poa trivia

By Cubby O'Brien
Simplot Partners



Turf Talk

I think everyone would agree that this has been a strange year for growing grass. Late spring through early summer was so cold and wet it seemed as though summer would never arrive. Yellow tuft was a problem (or annoyance, depending on your budget) as late as June 21st. Cold and wet soon gave way to hot and dry...bone dry. Courses went an entire month without a drop of rain. Roughts started to look like home lawns it got so bad.

The second week of July or so brought the first dose of disease pressure. Temps in the mid to upper eighties with dew points in the low to mid-seventies. As it turned out, that was just the first in a series of tough stretches to come.

Mid-July thru the first week in August was just about as tough as it gets. Probably not as bad as 1995 but the worst since. *Poa* was checking out from heat, summer patch, anthracnose etc. *Pythium* became a problem for a lot of courses (mostly in pockets and low areas) and brown patch was particularly stubborn for some. The fungicides seemed to hold most diseases off but when pressure gets the way it was, labeled spray intervals get thrown out the window. As usual, the hardest hit were the courses without the budgets to sustain the many fungicide applications needed during times like this.

Cutworms and armyworms were pretty strong in late July and early August as well. Grubs (bta's and Japanese beetles) have recently been seen. All rolled together it's been a pretty challenging season thus far.

The weather made a nice turnaround the second week of August, though. It's starting to feel like fall again. Soon the leaves will be changing and the air will be filled with the sounds of Badger football, instead of frogs and crickets.

Hats off!

To the staff at the O.J. Noer for another world class field day. I don't think you people know just how good this really is. Talk to people who have been to field days at other universities (I have). You'll hear that the others don't stack up. We all should feel lucky and proud.

To John Gallus for toughing out a five-way emergency by-pass June 15th. I guess he had to or he wouldn't have been around to see his new bride get married. John is the super at Devils Head resort and was recently wed. He is making a steady recovery. Congratulations John!

New Hires


Brent Clark, former superintendent of Tyranena golf course in Lake Mills, was chosen to grow-in the new 18 hole Stoneridge Golf Club in West Bend. Brent is a recent grad

from UW-Madison turf program.

Speaking of Tyranena, Ken Schwark was hired to fill the open super position there. Ken told me he had just completed growing in Roddy Ranch in San Francisco before coming to Wisconsin. Congrats to both Brent and Ken and welcome to Wisconsin!

OOPS

World class outdoorsman and part-time salesman for Wisconsin Turf, John Jensen, is one rod and reel shy of a full boat. It seems that John had his eye on a musky rod and reel combo donated by yours truly for the WTA silent auction held during the field day. Well, John managed to bid just enough to get the tackle in question and was able to enjoy it for about a day. He told me that he had left it on top of his trailer after loading up equipment to haul to a demo or something. He said he drove a couple of hundred miles or so (like he works that hard!) before realizing what he'd done. Guess you can always wait 'til next year John and try again!

If there is anything you would like to share with others, contact me at (630) 514-8754 or at cobrien@simplotpartners.com.

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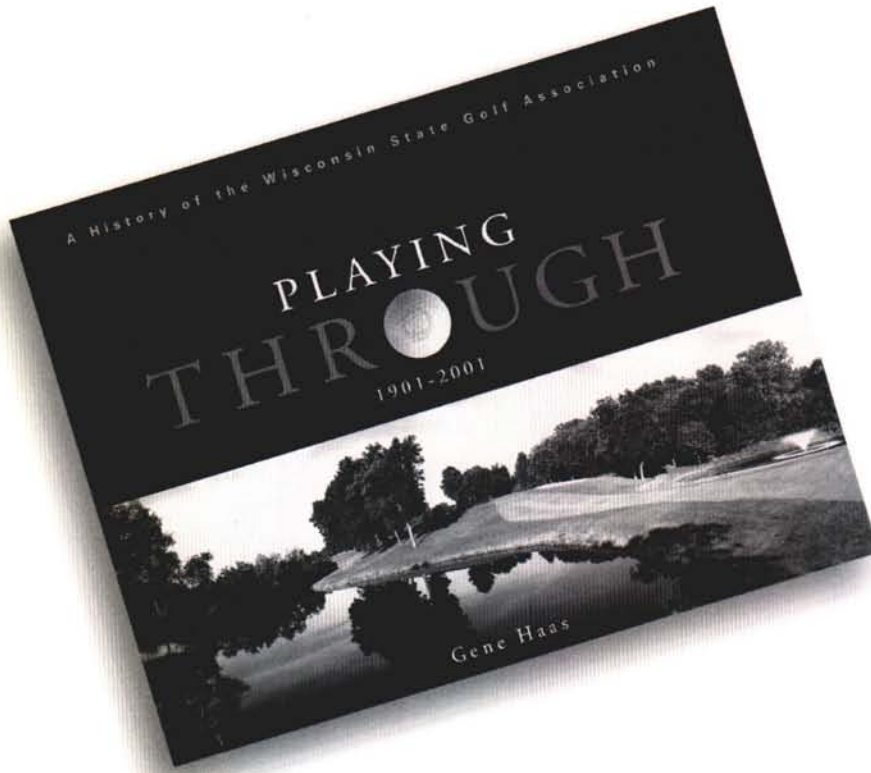
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Playing Through

By **Monroe S. Miller**, Golf Course Superintendent, Blackhawk Country Club

Let me tell you about a singular, unforgettable evening of golf in Wisconsin. Words will not do justice to what was, for everyone there I would guess, one of those "once in a lifetime" events. On July 10, 2001 the Wisconsin State Golf Association celebrated its founding 100 years ago.

The Centennial celebration reflected what most of think about when we think of the WSGA. It was professionally planned by WSGA staff and by Karen Morghan. Karen, wife of USGA agronomist Tim, is also involved with the GCSAA 75th anniversary celebration scheduled for mid-September. It was done with tradition and class and elegance.

The site was one golf course superintendents have enjoyed over the years as a site of some of our events – The Country Inn in Pewaukee. As you entered the doors to the convention facility on the east end of the building, bagpipers welcomed you with the traditional Scottish tartan attire and traditional bagpipe music. We knew then something special awaited us.

The entrance hallway was a great spot for conversation and hors d'oeuvres before the grand ballroom was available for dinner and the program. So many familiar faces to Wisconsin golf were there, and I was actually surprised at how many people I knew.

I was sidetracked during the cocktail hour by the new book *Playing Through* by Gene Haas. His history of the Wisconsin State Golf Association led me to a sofa and some reading in the midst of all the excitement. What a book! I own a lot of golf books, but none have a better combination of graphics, photography, organization and writing than this one. I cannot imagine how Gene must feel with this accomplishment. And he gives credit due others, especially his son who worked on design and layout. Honestly, everyone should have a copy of *Playing Through*; the Grass Roots staff has made it easy for you to order one by issuing an order form. The WSGA is encouraging its distribution by accommodating different methods of payment. If you call the WSGA office, I

am certain Gene will autograph a copy for you.

The bagpipes called us to dinner in the ballroom. I am only guessing, but there had to be tables for 400 – 500 people. The setting was not unlike the annual GCSAA conference dinner and show, but it was better. Cheryl and I were with Harriet and Chuck Stoll, Diane and Tom Huset, and Sue and John Altschwager from our Club, and Bill McDonough from Bishops Bay. Good company and good conversation make a great evening even better.

Ken Burke, president of the WSGA, gave some opening remarks and introduced a video greeting. That was followed by one of the many highlights of the night – the introduction of the Master of Ceremonies, television golf commentator Steve Melnyk.

Melnyk's voice is familiar to everyone interested in golf. He is a superb observer of the game and was a pretty fair player, too. He won the 1969 U.S. Amateur and



Traditional Scottish pipers welcome guests to the WSGA Centennial celebration.



Master of ceremonies Steve Melnyk.



Dr. Trey Holland, USGA president, presents WSGA president Ken Burke recognition from Golf House.



Steve Melnyk with native sons on the PGA Tour: L-R, Steve Stricker, Jerry Kelly, J.P. Hayes and Skip Kendall.

the 1971 British Amateur. Steve also was on the U.S. Walker Cup team in the same years. The PGA Tour was his home for a decade, and he distinguished himself there as well. It would be tough to find a better person to serve as a host for the evening.

The WSGA planners put a lot of emphasis on the founding clubs, just as they should have. Those clubs were Janesville CC, Kenosha CC, LaCrosse CC, Maple Bluff CC, Milwaukee CC, Oshkosh (Algoma) Golf Club, Racine CC, Riverside (Appleton) and Tuscumbia (Green Lake) Golf Club. The clubs were all represented at the centennial and photos of them were taken.

An excellent video about the history of the WSGA was played, and we all received a copy of it. Dinner was served and it was anything but typical hotel fare. The wait staff provided great service to complement the great meal.

Dr. David Cookson continued the program with Hall of Fame activities. Two new people were inducted – Bernice Wall and George Hansen. Ms. Wall was an outstanding amateur player in the 1920s and 1930s. She is deceased

and no living relatives have been located.

George Hansen is an intriguing selection, especially from a golf course superintendent's point of view. For many people he is considered the "Father of Public Links Golf Courses in America." He was hired by the Milwaukee County Parks Commission in 1919 to complete the construction of Grant Park Golf Course. George designed and built the Greenfield Park golf course and in 1926 was appointed superintendent of Milwaukee County Parks. Also to his credit are Currie Park GC, Brown Deer Park GC and Whitnal Park GC.

Mr. Hansen was known for his ability to organize a substantial system like the Milwaukee County Parks with outstanding results. He passed away in 1950 at the age of 61. Gene Haas has since visited with his youngest son, a Milwaukee county resident, and his grandson who lives in Columbus.

Many of the surviving members of the WSGA Hall of Fame were in attendance. After their introduction, a group photo was taken.

The program continued with a video that presented players and their views of the WSGA. That

included two-time US Open winner Andy North who was away at a senior event. High praise and well deserved compliments were the theme of the tape.

Dr. Trey Holland, president of the USGA, brought congratulations and greetings from that organization. He echoed some of the flattering remarks Steve Melnyk made about the enthusiasm for golf in Wisconsin. I had not heard Dr. Holland speak before and was a little surprised by his youth.

Really, one of the best spots of the evening came next. The celebration was clearly planned to coincide with the GMO, so native sons in the PGA (and, indeed, Melnyk himself) could attend. Five comfortable living room chairs, complete with lamps and end tables, were on the stage. Steve led a golf discussion with Steve Stricker, Jerry Kelly, J.P. Hayes and Skip Kendall. What fun and how interesting to hear these young guys talk about playing on the PGA Tour after growing up on Wisconsin golf courses and playing in WSGA events. I admit prejudice when I tell of my delight in hearing Steve Stricker talk about his fondest memory from a WSGA event – the



Hall of Fame Members present at the Centennial celebration: (back row) Dennis Tiziani, Dick Sucher, Don Iverson, Steve Bull, Archie Dadian, Joyce Malison, Manuel de la Torre. (Middle row) Gene Haas, Mary Fossum, Mark Bemowski, Katy Falk, Jeff Radder, Mary Beth Nienhaus, John Pallin, Tom Veech, Burleigh Jacobs. (Front row) Goldie Bateson.

long drive contest after the WSGA junior tourney at Blackhawk. He remembers driving one "down the pipe" for over 200 yards from our 10th tee, high on the hill overlooking Lake Mendota. I was there (but don't remember!).

After the "native son's" conversation, Steve Melnyk offered concluding comments about golf and history and the Wisconsin State Golf Association. He assured everyone that Wisconsin's outstanding reputation among amateur golf associations was well deserved and not exaggerated. Of course, we knew that.

To the WSGA: may your next 100 years be as terrific as the past 100. No doubt they will be. And thanks for the memory. 🌿



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