

BECOME A ONE MINUTE SUPERINTENDENT

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I have been working in the field of turf grass management for the past fifteen years. Over those years, I have had an opportunity to work under the direction of a number of superintendents; thus witnessing, experiencing and profiting from a variety of management styles. Most of those styles have resulted in positive responses from those being managed, but, unfortunately, some seem to cause the employees to be unmotivated and unsatisfied.

I'm sure you would all agree that our employees are our greatest resource and the quality of their work is in many ways a result of our management techniques. I would like to share a philosophy of management that has been extremely helpful to me in my professional development. This philosophy was taken from a book entitled THE ONE MINUTE MANAGER by Kenneth Blanchard, Ph.D. and Spencer Johnson, M.D., and is based on three basic concepts. The concepts are very easy to follow and even easier to implement. Like the title suggests, they are "one minute" concepts.

The first concept is called One Minute Goal Setting. Just briefly, One Minute Goal Setting involves letting your employees know what is expected of them on

the job, how those goals are to be accomplished and then a joint effort in reviewing their performance.

The second concept is called One Minute Praisings. The basic idea behind this concept is to "help people reach their full potential, catch them doing something RIGHT!" One Minute Praisings work best when you praise your employees immediately for a job well done. Be specific and encourage them to keep up the good work. You may also be surprised to discover the effectiveness of touch or physical contact, such as a handshake or pat on the back.

The last concept discusses One Minute Reprimands. This concept is divided into two parts. The first part involves reprimanding your employee immediately, being specific and clear. The second part encourages you to shake hands or touch them in a way that lets them know they are still a valued employee. It also recommends that you let them know that you think well of them, but not of their performance in this situation.

Obviously, this is a condensed summary of the book, THE ONE MINUTE MANAGER, a book that highly recommend. It has helped me and I hope this may challenge you to learn more about this management philosophy and to take a look at your own management techniques.

RESEARCH REPORT

BREEDING OF POA ANNUA FOR IMPROVED CULTIVARS

UNIVERSITY OF MINNESOTA
Dr. Donald B. White
Principal Investigator

During 1985 new accessions were added to the germplasm collection from Arizona, California, Illinois, Michigan, Missouri, New Jersey, Minnesota and several European locations.

Evaluation of first and second generation selections continued and included a spaced planting in the field of representatives

of 145 selections.

Several investigations into stolon propagation and storage resulted in the development for inducing flowering, storage of stolons, and evaluation of rooting habit. Investigations were also initiated regarding the modification of tissue culture for somaclonal variation.

The first field planting from stolons of superior selections was established and the first selections from the F1 generation of a 16B clone parent has been identified.

Crossing, selfing, evaluations, selection, seed harvest and data collection continue.

In 1986 we plan to continue research in