

Motivation Without Crisis

Help Your Employees Reach Their Potential

Have you ever noticed that when there's a crisis at work, everyone rallies forces to get the issue resolved? Whether it's because there's a deadline for a golf event that needs to be met or a project that has unforeseen problems, somehow everyone is able to squeeze just a little bit more creativity or time into their days. However, it doesn't have to take a crisis to bring out the best in your employees. There are several steps you can take as a manager or owner to bring about peak performances on a daily basis:

* **Get feedback from your employees.** Question your employees about how they modify their behavior when a crisis arises. What do they do differently that they don't do on an ordinary day? Keep in mind that some of their responses will only apply to an emergency type of situation. But if you can pinpoint what changes, and how they can be applied to a day-to-day situation, then you'll be off to a great start.

* **Set clear goals.** If you want to bring out the best in your employees, you need to keep them informed every step of the way. Let employees know how they're doing, so that they have a clear understanding of how they're performing. If there's something that involves a project they're working on, give them as much information as

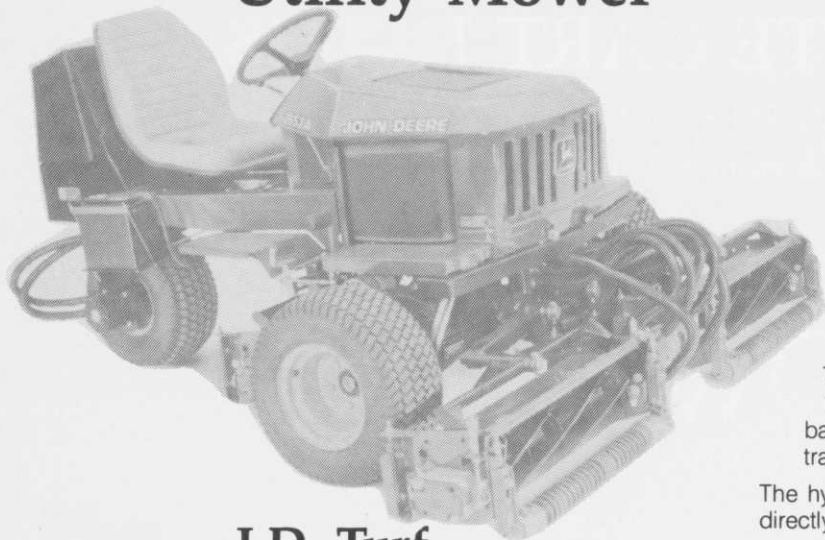
possible, so they can work to their full potential.

* **Say thank you.** We often forget to let our employees know how much we appreciate their efforts and hard work. During a crisis, we reward them with plenty of positive feedback and recognition, why not do that in a non-crisis situation? It reminds the employees of how valuable they are to the company and how proud you are of their exceptional performances and attitude.

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By really listening to employee feedback, focusing on clear goals, recognizing achievements, and rewarding their extra efforts, you can create a highly productive, positive working environment. And you don't even need a crisis to pull it off. -- *anonymous*

2653A Diesel Professional Utility Mower



J.D. Turf

12040 Point Douglas Drive S.
Hastings, MN 55033

Phone: (612) 437-7747

Fax: (612) 437-3483

ADD VERSATILITY WITH:

Roller scrapers (smooth and grooved)
Front rollers (smooth, spiral, and heavy-duty grooved)
Armrests • Grass catchers • Light kit
Skidshoes • Tournament bedknife (1/4 inch)
RPM kit

FEATURES:

The 2653A Diesel Professional Utility Mower has been designed to meet the needs of golf course superintendents and other turf grass professionals who put a high value on durability, performance and quality of cut.

The standard configuration of the 2653A includes an 18-horsepower, liquid-cooled diesel engine; Micro-Lap backlapping; 3WD; power steering and hydraulic weight transfer.

The hydraulic system is mounted on a sub-framer and is directly coupled to the output shaft of the engine.

Larger-capacity hydraulic pumps deliver 33 percent more torque to the reels. The increased capacity allows the 2653A to power both the standard John Deere 26-inch cutting units as well as the 30-inch versions when extra productivity or reach are required.

Two year warranty.