

Performance Evaluation-

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- Measure the employee's performance to the job standards and not against other employees' performance in the same job.
- Poor performance is just that: poor -- not good, average or even acceptable. Be careful not to allow the performance of one employee affect your review of another. (For example, do not let a top performer raise your expectations when conducting the next employee performance review. Understand the difference between good performance and someone being otherwise friendly.)

Write reviews when you are free from distractions and your mind is fresh. Not while you are weary or in a foul mood. If you have more than one review to complete on a given day, space them out and leave enough time for each. You should spend no less than half an hour performing a review. Go back and read each review at least a day or two after you write it, prior to sitting down in the review session.

Regardless how you decide to measure and evaluate your employees, it is important to remember that an organization - no matter how large or small - is evaluated each day by the people it serves. If a golfer comes in contact with an employee who is rude or inefficient, it will take double the courtesy and efficiency to overcome the negative perception created by your employee. Every grounds crew member who comes in contact with the golfers is a representative of the organization. The impression they make is a public notice, for good or bad.

MGCSA BOOTH CHALLENGE WINNERS AT THE MINNESOTA GREEN EXPO



Pictured from left to right: Front: Eric Counselman, Somerby GC; Ben Just, Midland Hills CC; Jeff Vinkemeier, Glencoe CC; David Wetenkamp, Branch River CC; *Middle:* Erik Pille, TPC Twin Cities; Drew Larson, Medina G & CC; Jamie Plomedahl, The Bridges GC; Dean Wojtczak, Whispering Pines GC; Todd Kranz, Woodhill CC; *Back:* Bill Vollbreacht, Three Rivers Park District; Javier Diaz, Indian Hills GC; Mike Sonnek, Spring Hill GC; Andrew Carlson, TPC Twin Cities, and Grayling Ihle, Minnlowa GC. Not pictured is Grand Prize winner, unbelievably for the third year in a row, Jim Nicol, CGCS, Hazeltine National GC, who was on a tight schedule. As rumor has it, he wanted to buy a lottery ticket and catch a plane to Vegas! A sincere thanks goes out to the following companies who participated in this year's booth challenge: Twin City Seed Company; Superior Tech Products; Sustane Natural Fertilizer, Inc.; The Tessman Company; Plaisted Companies, Inc.; MTI Distributing Inc.; Superior Turf Services, Inc.; CycleWorks Golf Supply; ProSource One; Duininck Bros. Inc. - Golf; Hartman Companies, Inc.; Syngenta; Excel Turf & Ornamental; Precision Turf & Chemical; Helena Chemical Co.; Bayer Environmental Services; Sports Turf Specialties, Inc.; Bioverse, Inc.; Ramy Turf Products; Turfwerks, and Versatile Vehicles, Inc.

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