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lowers hydraulically for curb climbing and transport. And you can adjust cutting heights from 1" to 4".

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And you can steer and maneuver while you change speeds because of the foot-operated hydrostatic drive.

The husky 18-HP Kohler engine makes hill climbing a breeze.

The Turfcat from Jacobsen. Rugged. Quick. Maneuverable. Just what you've been waiting for.

Ask us for a demonstration. And ask us for more reasons why this is the hottest mid-sized rotary in the business.

The more you hear about the amazing Turfcat, the more you'll know we've been listening to our customers.

We hear you.



FOR DEMONSTRATION CALL

612-484-8411

3711 Lexington Avenue North
St. Paul, Minnesota 55112



HIGHLIGHTS FROM ATLANTA

I think everyone will agree that the World Congress Trade Center in Atlanta was a perfect place to host the 50th International Turf Grass Conference and Show. It was modern, spacious, convenient and easy to move about despite record crowds.

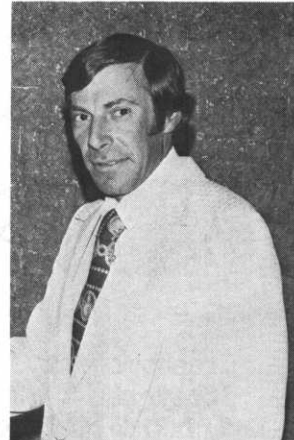
CHARLES TADGE ELECTED PRESIDENT



Charles H. Tadge, CGCS, has been golf course superintendent of the Mayfield Country Club, South Euclid, Ohio, for twelve years. Formerly, he was superintendent of the Miami Valley Golf Club, Dayton, Ohio. Tadge has been a member of GCSAA for nineteen years and has been a director since 1974. He served as vice president in 1978. He has held various offices in many other organizations: Northern Ohio GCSA, Miami Valley GCSA and two regional turfgrass foundations. In 1969 Tadge was named "Turfgrass Man of the Year" by the Ohio Turfgrass Foundation.

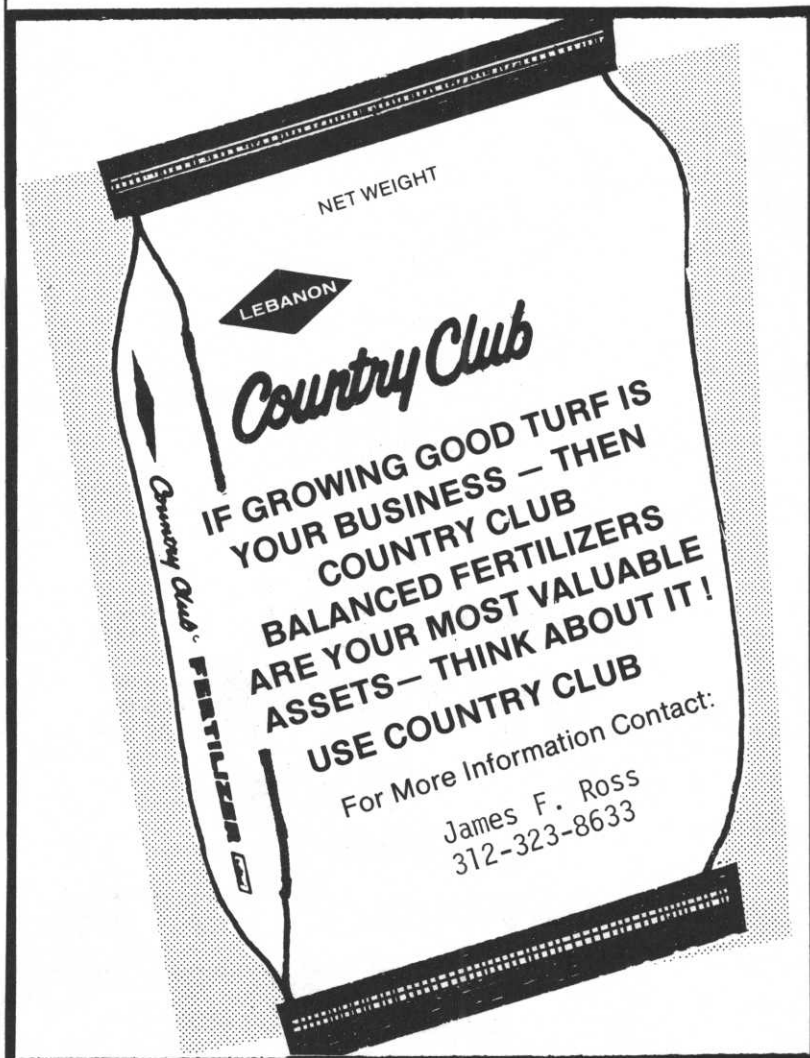
Also elected were Melvin B. Lucas, Jr. of New York, Vice-President; Michael Bavier of Illinois, Director and Edward F. Dembnicki of South Carolina, Director.

VETTER WINS GOLF TOURNEY



Over at Sea Island, Georgia, immediately preceding the conference, the Annual Golf Tournament was being contested in extreme weather conditions featuring cold and high winds on two very difficult golf courses. Our own Larry Vetter of Northrup King won the Associates Flight of the tournament by two shots with scores of 85 - 80. High scores for Larry but you had to be there to appreciate how good those scores were in the conditions of play.

Continued on Page 3



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James F. Ross
312-323-8633

INTERLACHEN COUNTRY CLUB WINS JACOBSEN, INC. CONTEST

Jacobsen, Inc. ran a contest in conjunction with the National Turf Conference to celebrate the tenth anniversary of the Greens King. The three golf courses entering the contest that had the three oldest Greens Kings were awarded brand new ones at the show. Sure enough, the oldest Greens King entered was from the Interlachen Country Club. Superintendent Dean Sime accepted at appropriate ceremonies in the Jacobsen booth on February 6.



HAPPY WINNERS. Dean Sime, left, and Gordy Miller of Gould's test out new Greens King won by Interlachen C.C.



IT'S OFFICIAL. Dean Sime on Greens King accepts certificate from Jacobsen officials at Turf Show.

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Your Northrup King man will know if Overseeder II is the right prescription for your course and your area. If it isn't, he can recommend the appropriate overseeding formula, custom-blended by Northrup King to solve your particular problem.

Contact your Northrup King representative or distributor. He'll gladly come out for a consultation. And once he gets finished with your course, don't be surprised if he turns up again—with his golf shoes and clubs.



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O. J. Noer Research Foundation, Inc.

In 1977, research expenditures were \$14,500.00. Research projects supported were as follows:

- Thatch — Texas A&M University
- Nitrogen effect on Phosphorus, Potassium & Magnesium Uptake — University of Florida
- Chemical Soil Testing — Pennsylvania State University
- Turfgrass Rooting — Rutgers University
- Herbicide-Disease Relationships — Iowa State University
- Herbicide-Thatch Relationships — University of Illinois
- *Poa annua* Management Relationships — Washington State University

Through 1977, the O. J. Noer Research Foundation has contributed \$133,000.00 toward advanced research in the turfgrass field. Information gained from these studies has been of use throughout the industry. Advanced degrees gained through this research help assure a supply of highly qualified research and extension personnel for the turfgrass industry.

Some Noer Foundation Firsts

- 1st to establish a Memorial Turfgrass Library.
- 1st to gain industry support for turfgrass research on a continuing basis.
- 1st to establish an investment fund from donations so research could be supported on a continuing basis.
- 1st to publish extra Master theses for research workers

A total of 14 projects, conducted in 6 universities, have produced 8 advanced degrees in turfgrass-related fields.

This fund is supported by businesses, golf organizations, individuals, superintendents' associations, Milorganite distributors and is managed by Charles Wilson of the Milwaukee Sewerage Commission at no cost to the fund.

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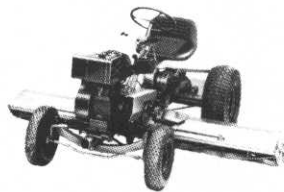


3 & 4 wheel turf trucksters



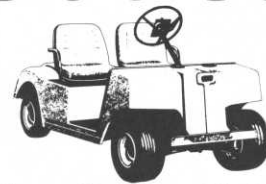
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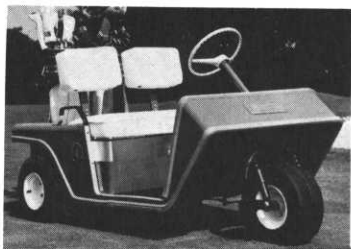
HOW MANAGERS DEAL WITH TENSION

All organizations experience times when, because of external or internal pressures, members of the organization become tense. As tension increases, the likelihood of conflicts among employees and between employees and managers increases. As a manager, you should be aware when stressful circumstances are developing and what actions you should take to defuse a potentially explosive situation.

First, remember that people under pressure may not be objective. They become overly sensitive to real or imagined slights and find it difficult to retain perspective. For this reason, it is virtually impossible to resolve a problem under tension-producing conditions, particularly if you are feeling tense yourself.

There are two techniques, used singly or together, which will help cool down tempers and promote a quiet, intelligent approach to a problem.

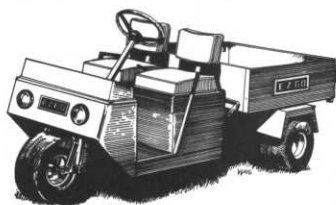
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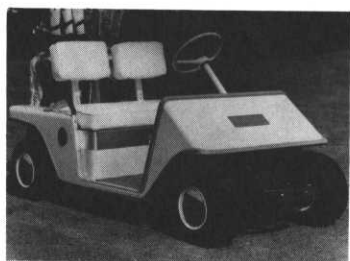
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SALES-SERVICE-LEASING-PARTS

First, change the place of your discussion. If the problem involves a location or object that caused the stressful situation, like a broken piece of machinery or a patch of damaged turf, having the evidence there will only serve to perpetuate the crisis.

If you have a private office or another place where you will not be interrupted, use it. Trying to resolve a problem with a crowd of onlookers is asking for trouble. It may also be that the problem is of a confidential nature, making an employee reluctant to discuss it fully where he may be overheard.

A cooling off period is another good move toward peaceful resolution of a stressful situation. If an employee or manager has reacted emotionally to a situation, it may only take a few hours for him to see his error and be ready to act reasonably again.

Before the time comes for a discussion, analyze what caused the stress. By pinpointing the cause for the stress, the emotional reaction that "everything's going wrong" will be cut down to size; you'll be able to say, "Situation or person X is causing the problem - let's deal with X".

Seek a resolution of the problem that allows everyone involved to retain his dignity. Nothing is accomplished by humiliating an employee, and may only cause further deterioration of an already unsatisfactory situation. If an apology on your part is appropriate, by all means offer one. It is one of the best ways to demonstrate your concern

Continued on Page 9

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and desire to be fair. At no time is the ability to listen more important. Interrupting or outshouting an already upset employee can only make things worse.

In a well-managed organization, stressful situations with employees arise only occasionally. How they are handled when they do arise can make the difference between an unhappy, divisive bunch of workers and a satisfied group of employees who respect both you and themselves.

DON'T GET THOSE "BROWN BAG BLUES"

Certain foods, including many that are popular for bag lunches, are highly susceptible to spoilage if left for several hours at room temperature.

If refrigeration facilities are not available for your employees who carry their lunches to work, strongly urge them to bring non-perishable lunches, such as cheese, peanut butter, hard-boiled eggs, etc.

Potato salad, meat and meat salad are particularly good hosts for bacteria.

Reprint FORE FRONT

Nutrient deficiencies, weeds, diseases, thin turf, insects.

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anything . . . or who just wants
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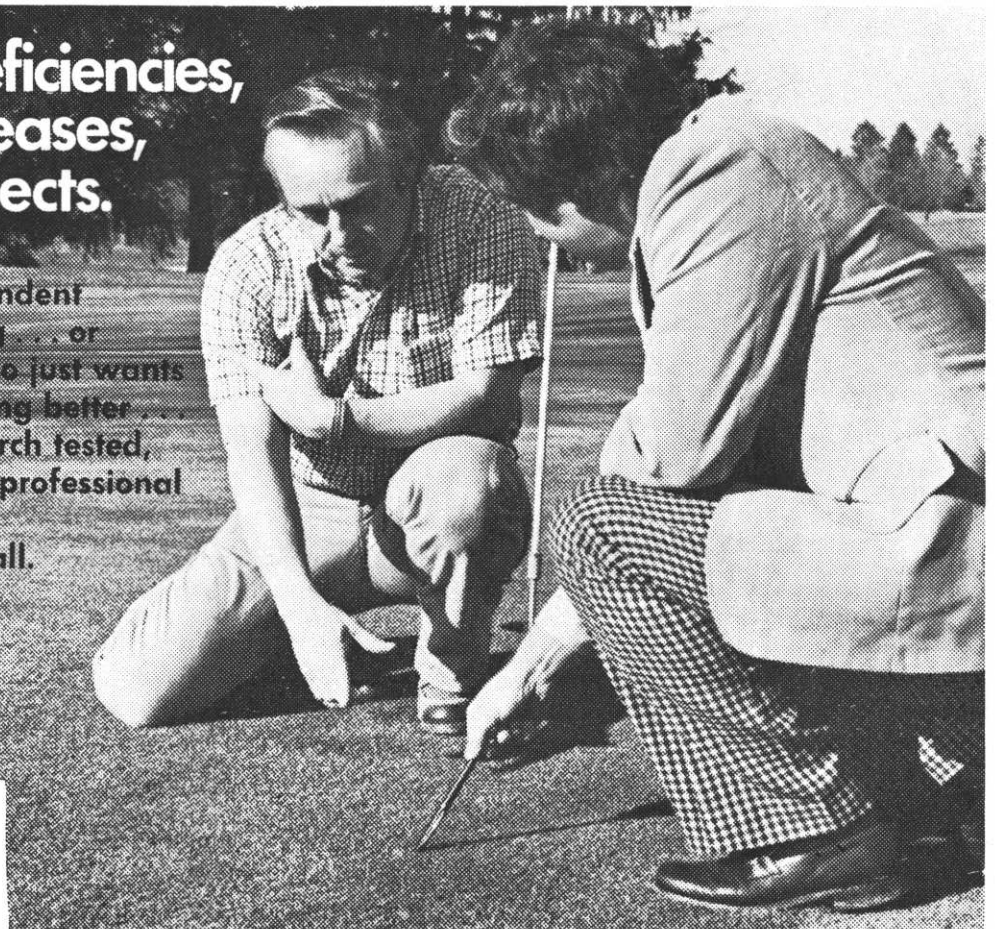
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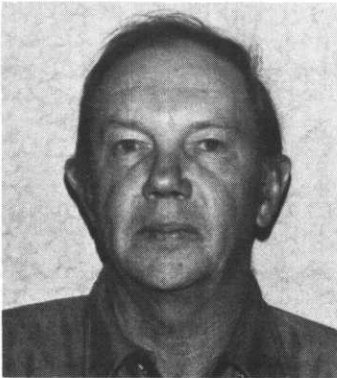
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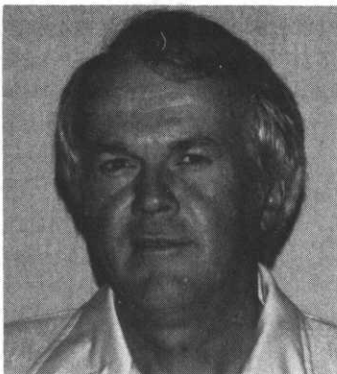
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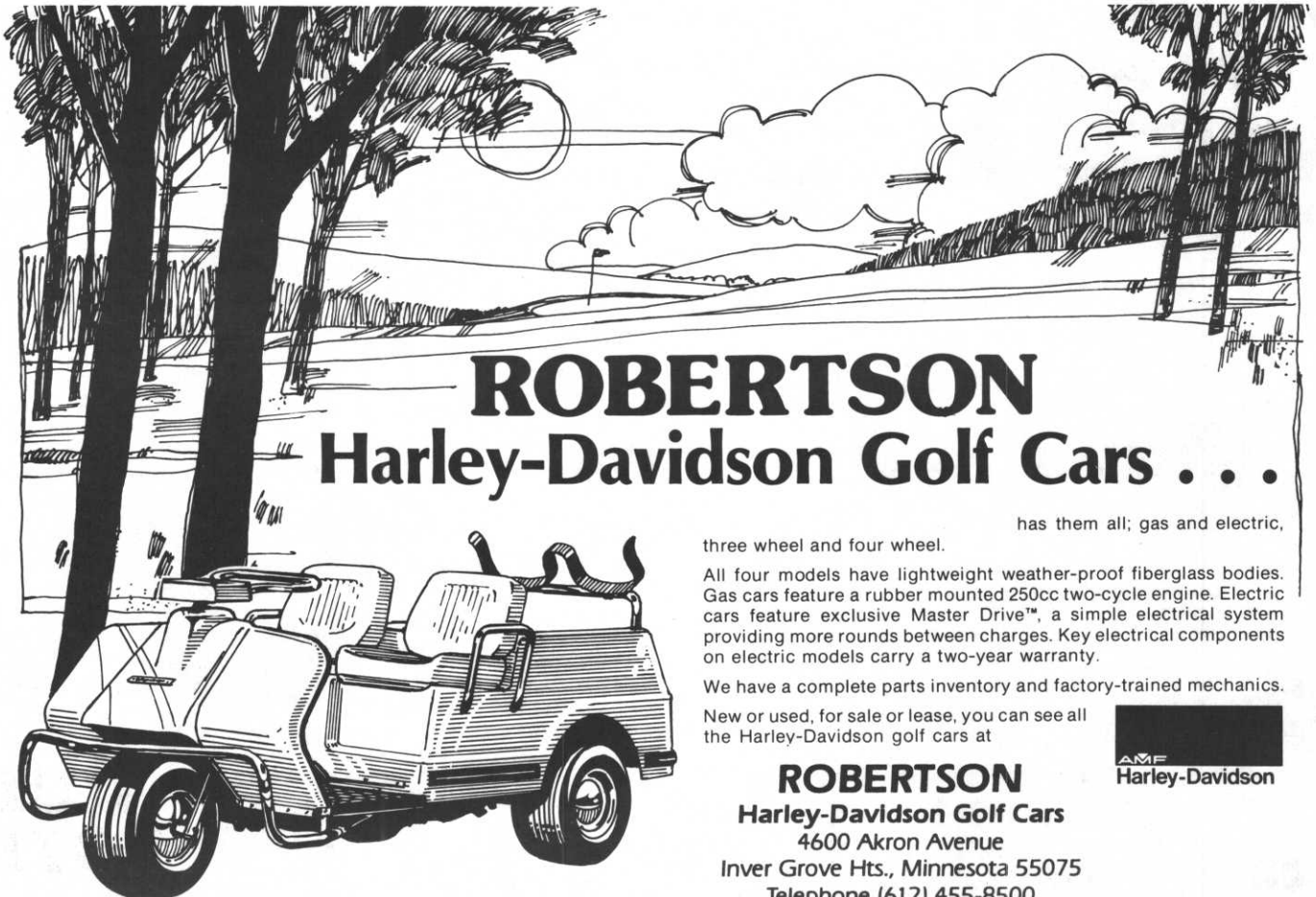
MEET YOUR SUPERINTENDENTS !



EINO MAKI probably knows more about growing turf under conditions where the weather changes rapidly and drastically than anyone else in M.G.C.S.A. Eino has been employed by golf courses in the Duluth area for the past thirty-three years, twenty-one of those years at Enger Park and the last twelve as superintendent at the Northland Country Club. The winds off of Lake Superior change the weather conditions completely around in a matter of minutes and also, according to Eino, create the feeling of having the upper and lower halves of the course located in two separate climates. When not battling these special problems, Eino and his wife, Rachel, enjoy gardening at a cottage they have near Two Harbors.



BILL TESSMAN traveled a little different route than most in becoming a superintendent. It started in 1965 when he helped construct the Dahlgreen Golf Club in Chaska almost as a hobby. In 1969 when the course opened, Bill was still nurturing it along but not on a full time basis. Finally, in 1971 Bill decided the working conditions and tremendous challenges faced in turf grass care were what he really enjoyed so he decided to devote his full time to being a golf course superintendent. When time permits, Bill enjoys hunting and ice fishing and also spending time with his wife, Joyce, and their five children.



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