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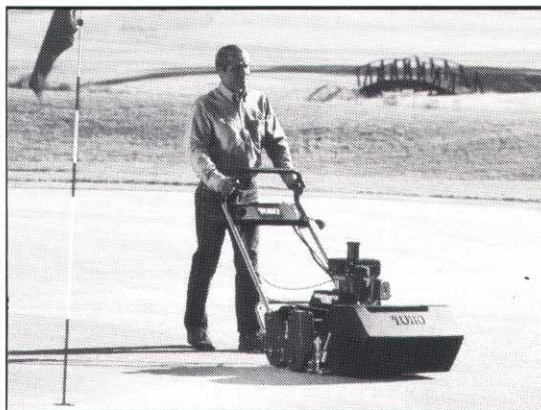
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Minnesota Golf Course
Superintendents' Association
240 Minnetonka Avenue South/P.O. Box 617
Wayzata, Minnesota 55391-1617
TEL: 612/473-0557 • FAX: 612/473-0576
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FROM THE PRESIDENT'S DESK

Trick Or Treat



Some members have expressed displeasure at being unable to play in the Garske Scramble with their staffs at White Bear Yacht Club this past July. I can emphathize with their feelings, but this event, now in its second year, is suffering from the joys of success. Last year, we couldn't fill one course. This year, as entries kept arriving, we had to scramble to find alternate sites to accommodate the additional demand and were unsuccessful in accomplishing this task. If we goofed, accept our apologies, but no one expected this event to become so successful. Next year, we are looking at a double shotgun start, something which just wasn't possible this year. Meanwhile, please register early for these events in the future. We can then accommodate all those who wish to play.

For those in the Twin Cities area, be aware that a fertilizer and pesticide ordinance is being proposed that could affect your golf course operation in both St. Paul and Minneapolis. Both ordinances follow the same model and are expected to stress similar components. Major points include limitations on phosphorus in fertilizers, waterway buffer zone establishment, and pesticide posting requirements. Your association, in concert with others, is actively lobbying to influence this legislation. Copies of the Minneapolis ordinance, to be heard October 18, are available from our office. Please contact Kevin Clunis or myself with your comments.

Many thanks to Cary Femrite, Dale Wysocki, and Research Chair Joe Moris for their fine work during the Stodola Research Tourney at St. Paul's Hillcrest Country Club. Our efforts netted the research trust fund an additional \$10,000 as we now have reached 2/3rds of our \$100,000 goal. Thanks also to Hillcrest Country Club and superintendent George Ostler, Jr. and staff for making their club available to us. We appreciate all those who played on this cold and wet day.

Congratulations to Jim Gardner's Rochester Golf and Country Club for successfully hosting the USGA's Women's Mid-Amateur event. This completes a busy schedule of major events this last year in Minnesota with the National Mid-Amateur Championship to be held at Hazeltine National Golf Club and Wayzata Country Club next year. On the local level, Paul Mayes' team from Northfork won the MGA Net Foursome Championship event at The Pines at Grand View Lodge, defeating the second place team of host superintendent Tom Kientzle. Some people must not be working long enough!

After two years of surprise Halloween snowfalls, I'm sure that no one will be tricked by winter's onslaught this year. Treat yourself to some snow mold control alternatives this fall as mercury-based choices become effectively banned after this winter. If there is one rational thought about our weather these past two years, it's that it acts irritationally. Be prepared for its unpredictability.

—Greg Hubbard, CGCS
President

HOLE NOTES is published monthly except bimonthly December/January, February/March for \$2 an issue or \$20 per year by the Minnesota Golf Course Superintendents Association, 240 Minnetonka Avenue South, Wayzata, MN 55391-1617. Scott Turtinen, Publisher. Application to mail at second class rates is pending at Wayzata, MN. POSTMASTER: Send address changes to HOLE NOTES, 240 Minnetonka Avenue South, Wayzata, MN 55391-1617.

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Learning To Soar In A Changing World

By David McNally
Keynote Speaker, 66th Annual MGCSA Turf Conference

(Ed. Note: David McNally, author of the best-selling book, *Even Eagles Need A Push*, will be the keynote speaker at 1 p.m., Wednesday, November 17, at the 66th annual MGCSA Turf Conference at the Minneapolis Convention Center. McNally's film, *Power of Purpose*, won the Award of Excellence from the Film Advisory Board in Los Angeles.

Nationally recognized as an outstanding speaker, McNally will provide inspiring, yet practical formulas for achieving goals and maximizing their value.

McNally also is the author of the accompanying article, *Learning to Soar in a World of Change*.)

* * * *

Woody Allen once said, "I don't want to achieve immortality through my work—I want to achieve it through not dying."

Immortality aside, for most of us work is essential and the uncertainty of recent times has helped us appreciate that work is a precious opportunity.

Do we fully understand, however, what the *future* will demand of us? The new world order *is* happening. Boundaries, borders and businesses are on the move, making fundamental shifts from which there is no turning back.

To compete effectively in what is now a truly global economy, organizations—large and small—are rapidly restructuring themselves in order to become more agile, creative and responsive to growing customer expectations.

To succeed, they need people who are committed to achieving high levels of performance in a marketplace, which insists on superior quality products and services being delivered better and faster.

For many of us, this will require developing a whole new set of skills, attitudes and behaviors. I call this *personal re-structuring*.

We will be asked to anticipate, initiate, collaborate, negotiate and innovate. As team members we will be held totally responsible and fully accountable for the quality of our work. In short, we will be measured by the substance of our contribution.

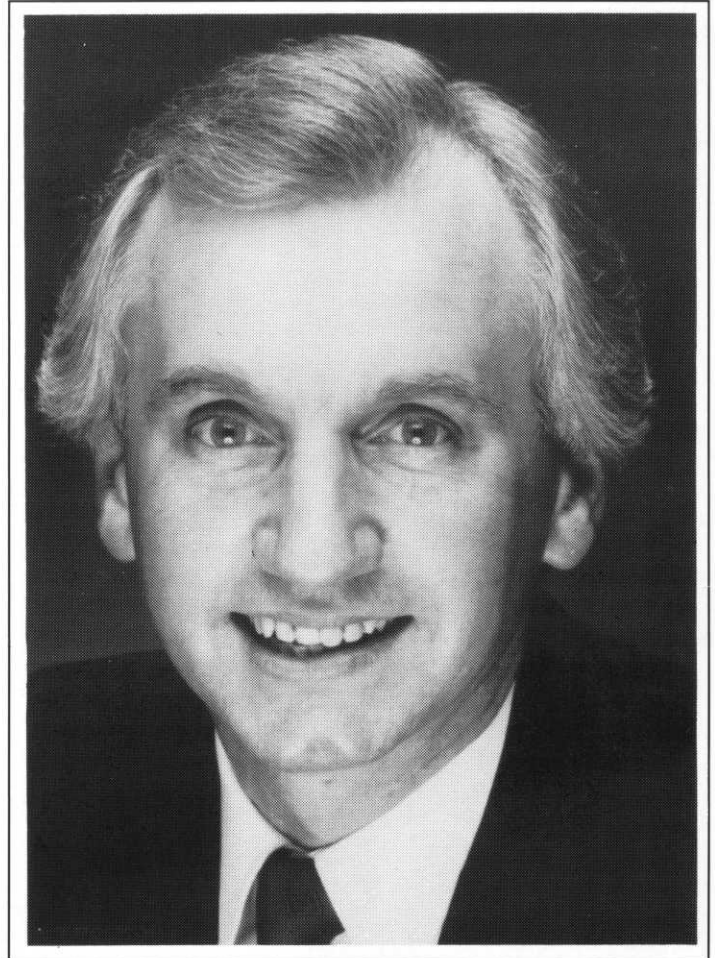
It will be an exciting ride for those who are willing to adapt, to change, to learn and to grow.

Where do we begin, however?

In the rest of this article, we will explore five questions which, when answered, will be the foundation upon which to build the confidence, and belief, that you will not only survive, but thrive, in this new world of work.

Do you recognize your gifts, talents, skills and abilities?

Publisher Malcolm Forbes once said that "too many



DAVID McNALLY

people overvalue what they are not and undervalue what they are."

What might you have undervalued or overvalued? You have natural gifts and talents. You have acquired knowledge and developed skills. You have a personality and an intellect that has evolved and matured. Put all these attributes together and you have someone who is quite different and special.

Consider now the events of your life, for within them are the lessons and the wisdom, the tools, with which to shape *your* future. Successful people believe that life is a never ending education. In other words, when you're green you grow, and when you're ripe you rot.

If you've made mistakes, it doesn't matter. Failure doesn't matter. All that matters is that you learned and grew as a result of those experiences.

Thriving in the new world of work begins with identify-

(Continued on Page 6)

DAVID McNALLY—

(Continued from Page 5)

ing every asset you have going for you.

Do you have a vision in your life?

When you have a vision in your life, you look to the future with positive anticipation rather than nervous apprehension. It is a bold declaration that you are taking charge and being responsible for your life.

Having a vision, however, takes courage for the fear of failure prevents many people from embracing the future, no matter how exciting its promise.

A clear vision, propelled by enthusiasm, is the genesis of all accomplishment. It is a key characteristic of those who succeed because they chart the course of their own futures.

Aristotle said: "The soul never thinks without a picture."

Do you have a purpose for your life?

In most cultures winning is important. Winning an Olympic medal is a proud moment for both athlete and country. In the game of life, however, what determines whether we are spectators or winners?

Dr. Charles Garfield, author of *Peak Performers*, provides insight. He says: "Winners are people who are committed to a compelling mission. It is very clear that they care deeply about what they do and their efforts, energies and enthusiasm are traceable back to that particular mission."

Having a mission—a sense of purpose—motivates, inspires and gives direction to our lives. It helps us understand that we bring something to the world that no one else can offer.

The social philosopher, Marshall McLuhan, suggested that on Spaceship Earth, there are no passengers, only crew. The acceptance of our status as crew is demonstrated through the quality of our work and the quality of our lives. Is there a more worthy purpose?

Is there something in my life to which I am totally committed?

Commitment is the mental resolve never to give up, and commitment is determined more by your attitude than anything else.

Your attitude is the way you think about your life. It is your approach to and perspective on life. It influences your actions and reactions. It affects your relationships with others and your relationship to yourself. Whether you are full of possibilities or limitations is reflected in your attitude.

Author Dick Leider, an expert on career and life planning, says a major problem facing workers today is not "burn-out" but "rust-out."

Why does this occur? A primary reason is an attitude of wanting to avoid risk.

Success in life and avoiding risk are mutually exclusive. The game of life is meant to be played. All active par-

(Continued on Page 23)



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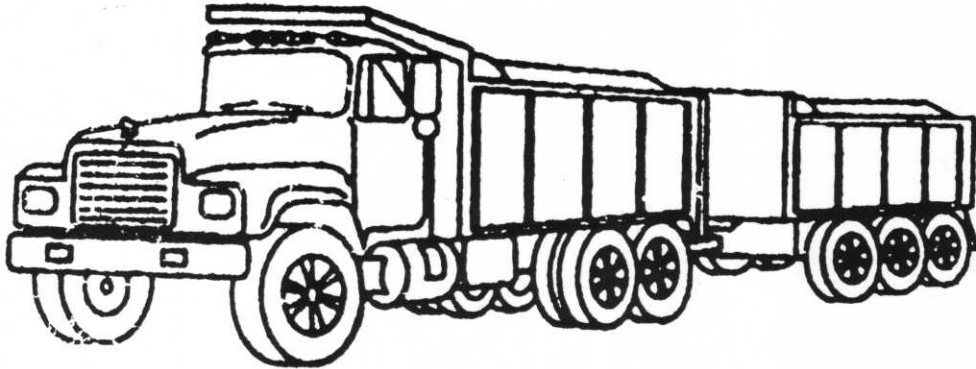
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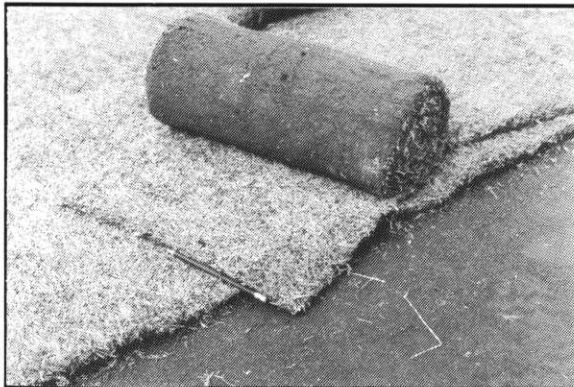
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Five Students Receive Stodola Scholarships

Five students — two of whom have worked at Interlachen Country Club, two at Golden Valley Country Club and one at Rochester Golf & Country Club — have been awarded the 1993 Harold Stodola Memorial Scholarships.

From a field of outstanding candidates, the MGCSA Scholarship Committee has recommended to the association's Board of Directors that \$1,000 scholarships be awarded to:

Daniel W. Augdahl, University of Minnesota, Interlachen Country Club/John Katterheinrich superintendent,

Brian P. Driste, Penn State, Golden Valley Country Club/Mike Olson superintendent;

Janelle K. Lord, Riverland Tech, Rochester G&CC/James Gardner superintendent;

Michael R. Lund, Anoka Tech, Golden Valley CC/Mike Olson superintendent, and

Brian Netz, University of Minnesota, Interlachen Country Club, John Katterheinrich superintendent.

"Congratulations to these outstanding individuals for their dedication and scholastic achievement in pursuit of a career in turf management," said committee members Steve Garske, Joe Moris and John Harris.

Daniel Augdahl, 27, who earned a business degree at Mankato State University in 1989 and now is majoring in turf management at the University of Minnesota, made the dean's list at Mankato and also received the Maverick Achievement Award (senior athlete with a 3.0 or higher GPA for four years).

At Bloomington Jefferson High School he was captain of the school's state champion cross country ski team and also ran track and cross country at Mankato State.

He has been on the staff of Inter-

lachen since June, 1985, where he is a spray technician after having worked on the general grounds crew.

"While going to Mankato State, I worked at Interlachen," Augdahl said. "After getting my business degree, I was unable to find a satisfactory business job. I re-evaluated what I liked doing, and it was working on a golf course. I hope to become a superintendent of a major golf course."

Brian Driste, 25, was graduated from St. Cloud State University and now is a turfgrass management student at Pennsylvania State University. He also attended Park Center High School in Brooklyn Park, where he earned two letters in varsity soccer, and North Hennepin Community College. At Penn State, where he plans to be graduated next March, Brian ranked tied for third in his class with a 3.94 GPA.

Brian worked on the grounds crew under Superintendent Tom Fischer at Edinburgh USA for five years before joining the staff of Golden Valley CC last April.

"I initially was stimulated by golf as a youngster who enjoyed playing the game," he said. "I later started working at a golf course and enjoyed the atmosphere, then knew this was what I wanted for a career."

Janelle Lord, 34, a 1981 graduate of Moorhead State University, currently is a student at Riverland Technical College in Rochester, where she has been on the staff of Rochester Golf & Country Club since March, 1991.

Janelle made the dean's list at Riverland, lettered in basketball and track in high school and in basketball and volleyball in college and worked at Angushire Golf Course in St. Cloud and Wapicada Golf Club in Sauk Rapids before joining Jim Gardner's staff in Rochester.

"When I got out of retail work (follow-

ing her college graduation), I wanted something new and challenging," she said. "I was asked to work on a golf course, and I accepted. I have loved my job ever since and look forward to all the different things I encounter."

Michael Lund, 33, a 1978 graduate of Robbinsdale High School and North Hennepin Technical Institute in 1981, currently is a student at Anoka Hennepin Technical College, where he plans to graduate next June.

At North Hennepin he received Carpenter of the Year qualification for extended carpentry classes and was named to both the Faculty Honor Roll and President's Honor Roll in 1993. He also was treasurer of the Vocational Institute Clubs of America.

After working construction in Minneapolis for 11 years, he joined Golden Valley's staff in June, 1992

"My interest in environmental issues and love for wildlife and its surroundings was responsible for my initial interest in this profession," Lund said. "Turf management has sparked an interest in my understanding of what turf and plant needs are and to give them what is needed."

Brian Netz, 22, Plymouth, studied at North Hennepin Community College for 14 months before enrolling at the University of Minnesota in September, 1991. He plans to graduate next March.

At Wayzata High School he was a letterwinner in soccer and was named to the National Honor Society. In college he received the Thomas H. Canfield Memorial Scholarship and made the dean's list last spring.

"While working at Interlachen I enjoyed the work," Netz said. "The long hours don't bother me too much. It turned out I was pretty good at what I did on the course, and I enjoy working outside and with the different people on the crew."

New GCSAA Members to Receive Complimentary Conference Registration

The board of directors of the Golf Course Superintendents Association of America (GCSAA) has announced a plan to offer new GCSAA members complimentary conference registration during their first year of membership.

"This complimentary registration program allows current members and affiliated chapters a very easy way to promote GCSAA membership," said GCSAA President Randy Nichols, CGCS. "What better way to promote membership and association programs than through our conference and show?"

The complimentary registration program is available only to first-time GCSAA members. Prospective members have until Dec. 31, 1993, to sign up for GCSAA membership and receive one complimentary registration. Reinstated members are not eligible for the complimentary offer. The program is good only for GCSAA's International Golf Course Conference and Show.

GCSAA's 1994 International Golf Course Conference and Show will be held Jan. 31 - Feb. 7 in Dallas.

For further details, contact GCSAA's membership department, 913/832-4480.



Methyl Bromide Case Reinstated

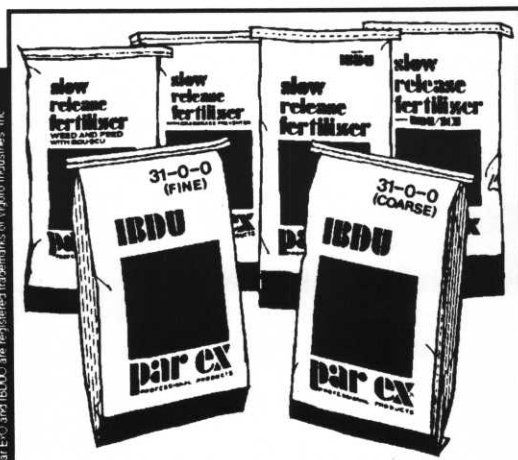
A Florida appeals court has reinstated a product liability action against seven manufacturers and distributors of a pesticide containing methyl bromide.

According to the court, only claims alleging inadequate labeling and warning are pre-empted by federal pesticide law. The court based its decision on a Supreme Court cigarette labeling case.

The ruling overturns a previous circuit court decision, which found all the plaintiff's claims—for negligence, breach of warranty and strict liability—completely pre-empted by FIFRA.

However, the appeals court ruled that the cigarette labeling case it cited vacated the earlier case by which the circuit court judge rendered his decision.

Plaintiff alleges a product containing methyl bromide is unreasonably dangerous because of faulty testing, research, labeling and warnings.



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