



# MID-ATLANTIC News Letter



Published by  
Mid-Atlantic Association of Golf Course Superintendents to aid in the Advancement of the  
Golf Course Superintendent through Education and Merit

Volume XXIX

November 1976

Number 11

*Are Your Methods Effective?*

—Fore Front GCSA

## Crew Training Techniques Matter

The kind of crew training a golf course superintendent does is the result of many decisions, conscious and unconscious. Are your training decisions still valid?

Your first decision is how much time and effort to devote to training. It involves several factors: How many people have to be trained? Have they had experience or are they new? Who will help with the training? What do you expect from your investment in training time? If you do a thorough job, will it help bring people back year after year, eventually reducing the amount of time you spend? Will thorough training improve your golf course management? Many superintendents think so.

After deciding how much time your training program should receive, the next step is deciding what to include.

Much of it is essential—how to operate machinery, what the terminology means, what needs to be done, and how — the basic information without which no one could do the job. But there is more — much more — to training a crew.

Have you considered asking the golf professional to talk to the crew about the play of the game and how it can be affected by maintenance procedures? How

about encouraging the crew members to play themselves? Understanding adds perspective.

Of the many things you teach, perhaps the most essential are those procedures governed by OSHA standards. How you teach them is up to you, but it must be done correctly, or you may face legal sanctions. Some superintendents test crew members after they have read each necessary manual, and require those who don't pass to read them again until they do. Some walk their people through the procedures. However you do it, remember that a recent court ruling stated that merely telling employees that the procedures and safety

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### November Meeting

The November meeting of the Mid Atlantic Association of Golf Course Superintendents will be held at Westwood Country Club on *Wednesday*, November 10, 1976. Our host will be Tom Haske.

Carts will be available for golf which may be played anytime after 12 noon. Lunch is available in the grill room on the lower level by the pro shop.

Cocktails will begin at 6:00 pm and dinner will be at 7:00 pm.

Directions to the club: Beltway #495, to Vienna exit #123 South. Go about 3 miles on 123 and you will see the club on the right.



### President's Message

I attended a retirement dinner recently in recognition of a very well liked and very knowledgeable Golf Course Superintendent. His club members and close friends showed their love for their Superintendent and he, as a man, by gathering in mass of over a hundred to wish him well on his upcoming retirement. I felt privileged to have been invited because I have always looked up to him as one of the more knowledgeable men in the area. Even though he hasn't been quite as active in the Mid-Atlantic recently because of health, he has maintained his golf course in the condition that would make any Superintendent feel proud. His presence will be missed not only by his club members but by his fellow Superintendents and friends as well. Even though he will be retired from his profession, I'm sure we'll be seeing much of him in the future.

Let's all wish Tommy Doerer health, happiness, and success in his retirement years.

David Fairbank