



CHARTER

Mid-Atlantic Newsletter



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Number 2

PRESIDENT'S MESSAGE



Fellow Members:

Turf Grass 78, the first educational conference and trade show for the "Green Industry" of Maryland is now history. The Mid-Atlantic's portion of the conference was outstanding. Our Educational Director, George Thompson, and his

committee deserve high praise for putting together such a terrific educational program. George will give a detailed report on Turf Grass 78 and the results of the Mid-Atlantic's participation in it at the March Board of Director's meeting. I'm sure George would appreciate your comments prior to that meeting, so why not drop him a note.

The Mid-Atlantic would also like to acknowledge the hard work of the members of the Board of Directors and the Maryland Turf Grass Council for their efforts involved in Turf Grass 78. And also a special thanks to Dr. Chuck Darrah, the General Chairman. Gentlemen, you proved it could be done; it is viable; we thank you.

As is tradition, February brings with it the annual Turf Conference of The Golf Course Superintendent's Association of America. This year's conference is being held in San Antonio, Texas, February 12-17. Our own George Cleaver is a candidate for President of our National Association. We wish him success and pledge him our support through his tenure as our national spokesman.

In closing, I thank the membership for re-electing me president of our association. I'll give you what I have. I ask for the participation of all members for the good of the "entire" Mid-Atlantic Association of Golf Course Superintendents.

Yours for better turf for better golf.

Bill Emerson

"Congratulations Al" Superintendent of the Year

At the banquet during our annual Mid-Atlantic conference we awarded the Superintendent of the Year award to a most deserving super! This year's recipient was Alex Watson from Sparrow's Point Country Club in Baltimore. Anyone who knows Al knows that there is no more deserving person than he.

Al was born in Glasgow Scotland and came to the United States when he was two years old. Al was raised in Warwick, Virginia. He attended and graduated from Virginia Polytechnic Institute class of '49. Al also graduated from the American Landscape School. Al became a Certified Golf Course Superintendent in 1976. Al has been the Golf Course Superintendent at Sparrow's Point for 17 years.

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Left to Right: Sherwood Moore, Bob Shields and Ted Roberts

A Salute to Sherwood Moore

On November 12, 1977 a surprise party was held for Sherwood Moore. The party was put on by a group of Connecticut superintendents who worked as student trainers over the past twenty years. Yours truly was one of the first.

In addition to inviting all previous students that had worked for Sherwood, they invited past members of the GCSAA that had worked with him. Sherwood is a past president of GCSAA.

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Superintendent of the Year

(continued from page 1)

During Al's membership in the Mid-Atlantic he has served on the Board of Directors and is Past President of the Association. On a national scale, Al has served us as our representative to many committees including the advisory committee of GCSAA.

"Al", we salute you!

Your MAAGCS Friends

Improve Your Image - Paint

This is the time of year that we try to get our equipment in shape for the coming season. At the Hamlets we are doing this by repainting our tractor, trailers and other grounds maintenance equipment. We believe that our level of professionalism is judged not only by the quality of work we do, but also on how we present ourselves to those who see us. We feel that if we perform our duties with equipment that appears well maintained, we give a better impression than if we perform with rusted, oil-dripping machinery.

The procedure we use is to first thoroughly steam clean the machine to be painted. This unit is then placed back into normal operation for about a week. This gives us time to locate various oil leaks, bad seals and other defective parts, and to get these parts from the suppliers to initiate repairs. After this observation period the machine is taken out of service and the repairs are made. A thorough check is made to insure that everything is in good working order. Rust removal and needed body repairs are also made at this time. Then a final steam cleaning is done just prior to actual painting.

For the painting operation itself we utilize an open shed which we have temporarily enclosed with polyethylene plastic. The shed we use has no heat and a dirt floor. We use extension cords and air hoses to provide power for lights and air for the spray gun. The floor is covered with plywood to reduce dust. Heat is provided by a portable kerosene forced-air heater. As you can see this job can be accomplished under rather primitive conditions.

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WAYNE'S PLACE



Our 1978 Mid-Atlantic Conference is now history. There were many comments, some good, some bad, but there was one comment that I heard from all. That comment was that George Thompson did a fantastic job of putting together the best group of speakers we've had in a long time. George really deserves a well done from us all. The amount of time spent in correspondence, both by phone and letters, is staggering, and it literally takes months.

George, thanks, you're great!



By this time most of you are getting ready to board the plane to San Antonio for the National Conference. This year promises to be another good meeting, and I understand that the conference facilities are outstanding. This year, however, will be a little different for the Mid-Atlantic representatives, in particular George Cleaver. George is running for President of GCSAA. To say this is a great honor for George is a gross

understatement. George has served his fellow superintendents for years and has held every office there is to hold on both a local and national scale. Now George will be elected President of GCSAA, and as far as I'm concerned, you can't find a better individual. Besides the fact that it's a great personal honor for George, we of the Mid-Atlantic are honored also. It's great to see one of our own make it to the top. I hope as many members as possible will make it out to San Antonio to give George your backing. Those of us who won't be making the trip will be with George in spirit.



Doesn't it seem funny that the Magazine *Golf Business* which is a large circulation trade magazine, still allows advertising for "Greenskeepers". We've come a long way . . . I think.

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A Salute to Sherwood Moore

(continued from page 1)

Others in attendance included Joseph Troll and Ralph Engel. I was privileged to ride along with two other past GCSAA presidents, Bob Shields and Ted Roberts. Ted is presently superintendent at Kingsmill on the James in Williamsburg, Virginia.

It was a thrill to attend a testimonial for such an outstanding individual as Sherwood. Sherwood has given much to his profession and truly deserved the honors given him by his peers.

Doug Hawes

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Improve Your Image

(continued from page 2)

The machine to be painted, in this case a front end loader, is placed in the shed. The wheels removed and the tractor placed up on blocks, cowlings and other removable body parts taken off and instruments covered with paper and tape. Finally, we wipe down the tractor with laquer thinner solvent to remove any oil film and condensation which could prevent the paint from sticking. We are now ready to paint.

Using a compressed air type spray rig we apply two coats of grey primer mixed according to label directions, allowing a short drying time between coats. Those body parts removed earlier are also painted at this time. We like to let the last coat of primer dry overnight before beginning the color coat.

For the color coat we found Ouron Synthetic Gloss Enamel to be a good quality paint. We mix it according to manufacturer's recommendations using naphtha to thin it to the desired viscosity according to the ambient temperature. The colder it is, the thinner we mix the paint. Again a short time is allowed between coats to allow the previous coat to become tacky. After the final coat is applied we leave it to dry. We like to paint on Friday because the unit has all weekend to dry, then on Monday we put the wheels and body parts back on, uncover the instruments, and we have a new-looking tractor.

The toughest part about painting is getting the needed manpower and equipment together. Most everyone has an air compressor or can rent one. Spraying is easier, faster and more professional looking than using a brush. You can paint almost anywhere, even outdoors as long as the weather cooperates. For my part finding someone who could do the job was a problem. I solved the problem by finding out who on my staff had sufficient interest in the project to follow it through. After this it was just a matter of mastering the operation of the equipment, improvising when the right resources were not available and learning from our mistakes. The results have been gratifying.

The only drawback I've found so far is that it is hard to convince management of the need for replacement equipment when the present unit looks so new.

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Getting Along With People

Close to the top in any list of business assets is the ability to get along with people. It is paramount in the success of a man, essential in the successful employer and important in the employee. Not infrequently is a cheerful, willing worker of limited talents rated higher in value by his employer than a genius whose temperament causes friction with those about him. *EMOTION* is a disturbing element; it interferes with accuracy, and it retards production. *IRRITATION* impedes the organization just as sand in the gearbox slows down a machine.

The successful businessman is one who promotes courteous and friendly relations with customers and public. Employees not only add to their own enjoyment of the work they do, but also enhance their own value to their organization by similar effort to promote good relations with customers and fellow workers. Large corporations recognize this fact, and in the *Westinghouse News* recently appeared the following rules for getting along with people:

1. Keep skid chains on your tongue. Always say less than you think.
2. Make promises sparingly and keep them faithfully, no matter what it costs you.
3. Never let an opportunity pass to say a kind and encouraging word to or about somebody. Praise good work, regardless of who did it.
4. Be interested in others, in their pursuits, their welfare, their homes and families. Let everyone you

meet, however humble, feel that you regard him as one of importance.

5. Keep the corners of your mouth turned up.
6. Keep an open mind on all debatable questions. Discuss, but do not argue.
7. If you have virtues, let them speak for themselves. Refuse to talk of another's vices.
8. Be careful of another's feelings.
9. Pay no attention to ill-natured remarks about yourself. So live that nobody will believe them.
10. Do your work, be patient, keep your disposition even, forget self and you will be rewarded.

Reprinted from American Nurseryman

A Japanese Greenkipa: A Scenario

Toru Matsumoto was hired by Nippon Kyogo Golf Club ten years ago after graduating from a two-year technical school course in agronomy and working for Surumi CC for two years as a crew member. He is now 35 and has a wife and two children. His uncle introduced him to the club manager, who was his high school classmate, (the best connection in Japan). Toru started as the assistant to Mr. Wasada, who was nearing retirement age (60). Five years ago Mr. Wasada was 'retired' to a desk job in the clubhouse and Toru became the greenkeeper, (the actual title used in Japan—"greenkipa"). He inherited a crew of ten men and twenty women, (all friends or indirect acquaintances of Mr. Wasada, who cannot be discharged), of various ages, (over 40), and skills.

Toru's salary is now \$700/mo., (\$8500/yr.), plus a biannual bonus equal to three or four times his monthly salary and the benefits that generally go with employment by larger businesses, (health insurance, a long-term, no-interest loan on his house and car, use of a vacation house one week a year, gas for his car at \$1.45/gal., and *guaranteed life-time employment*). He and his family have no club privileges other than an occasional round of golf, which he plays very poorly (hdcp. 21).

(continued on page 6)

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Japanese Greenkipsa

(continued from page 5)

Mr. Matsumoto was an honor student in his agronomy classes, but it's very difficult to put his knowledge to use because of the complex relations in Japanese society. For example, he would like to correct the poor drainage on the seventh green, but that green was rebuilt by Mr. Wasada just before he retired and to change it while he is still alive would be considered an insult. Also, he would like to use a slow release fertilizer, but since his uncle got him the job he is obligated to continue the club policy, (started by the club manager's classmate relationship to his uncle), of dealing only with the fertilizer company represented by his uncle. Unfortunately, due to their complex business relations they cannot distribute slow release fertilizers. This list of obligations is long and grows everyday.

Most of the clubs in Japan are semi-private i.e., the members pay a large fee to buy a negotiable membership, (\$5000 to more than \$100,000), but visitors, usually accompanied by a member, are welcome.

The members have very little or no control of the club. There are no green committees or chairmen. The owner has sole control, which he usually delegates to the club manager, who is over the greenkeeper. Machines are bought and other purchases made with only minimal consultation with the greenkeeper, (due to obligations). All hiring and firing must be approved and handled by the front office. The budget is prepared in the clubhouse administration section. This year Mr. Matsumoto's budget is over \$200,000, about 60% of which goes for labor. Labor is cheap in Japan, but when you have thirty laborers for 18 holes . . .

There are three other courses in the area, but Mr. Matsumoto has no relationship with the greenkeepers, who are considered rivals, (when the green fee is \$30-\$40 for a visitor I guess this rivalry is real). The only advice he gets is from the 'old hands,' the regional green research section, (they seem more interested in research than practical application), and the 'Golf Digest' Magazine, which often seems to be written for the owner or club manager with an occasional article from 'The Golf Superintendent.' All problems are justified with the excuse like "with so many players everyday, (250+rp/18 holes), and in all weather, (courses only close for heavy snow and on New Year's Eve), such a condition cannot be helped.

With virtual life-time employment, everyone is secure and it is a rare *individual*, (not an admirable trait in the Orient), who tries to be innovative. For all the problems, on the few perfect days every year when the weather is fair and the zoysia grass is growing, you cannot find a better place to be in Japan than on a golf course. They are islands of natural beauty and serenity to which one can escape from the polluted rush of the city for a day of fun and the most relaxing hot bath you can imagine!

George Reid, Far Eastern Correspondent
Sanyo Seaside Golf Club
Japan

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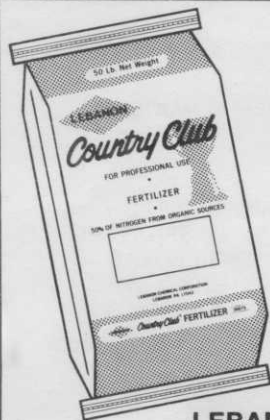
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Managing, Leadership: A Measuring Stick

Competent leaders and managers are an amalgamation of loyalty, hard work and perseverance. They are also people who are efficient and effective in their dealings with others. And they always are growing and looking for ways to better their organization's stature and position.

There are several areas into which you can look to see how you measure up as a growing, competent manager and leader. Some of the areas include:

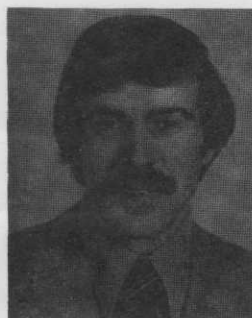
1. **Technical Competence.** Knowing what you are doing is important, but you must keep adding to your store of knowledge if you are to remain competent. Pesticide application is a complicated and fast-growing area. Anyone wishing to remain competent in this area must keep abreast of all the government rulings and investigations on pesticides used by the superintendent. Your technical competence is insured by keeping up with change, rather than behind it.

2. **Resourcefulness.** A competent person is one who is resourceful. He's the type you can go to for answers. If he doesn't know about something, you can be sure he knows how to find out. A healthy curiosity keeps the resourceful individual growing and changing to benefit himself and his organization.

3. **Efficiency.** Anyone can get things done eventually. But the competent manager gets things done now. He is organized and makes good use of his time. He deals with one task at a time until it's finished and then goes on to the next.

4. **Reliability.** An efficient person is reliable. Reliability is a most important ingredient for anyone who

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DAVID J. WEHNER

UNIVERSITY OF MARYLAND New Assistant Professor

David J. Wehner joined the staff at the University of Maryland, Department of Agronomy, on December 22, 1977 as an Assistant Professor. Dr. Wehner's duties will be in the areas of turfgrass research and teaching.

Dr. Wehner is a native of Merrillville, Indiana and received his B.S. in Chemistry at the University of Notre Dame in 1972. Following graduation, he accepted a research assistantship in turf management at Penn State University. His M.S. thesis dealt with varietal identification of Kentucky bluegrass. He continued at Penn State and completed his Ph.D. program in 1977. For his Ph.D., Dr. Wehner studied heat tolerance in Kentucky bluegrass and perennial ryegrass.

Dr. Wehner is a member of Gamma Sigma Delta, Sigma Xi, the American Society of Agronomy and the Crop Science Society of America.

A Measuring Stick

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manages. When a reliable person is given a task, you know that it will get done and you can count on it being done correctly and quickly.

5. Working with others. A skillful manager knows to work with and through others. He delegates authority to subordinates to strengthen their authority so he can be relieved of some of the workload. Subordinates become extensions of himself, but he remains responsible for their actions.

6. Awareness. A manager should be all ears and eyes. He should be alert to everything that is happening around him nationally, in the community and in the golf course industry. He should also assimilate the information and be able to see the effects such events have on the organization and to be able to use or discard items as necessary. There is a good deal of "politics" in any organization. Be aware of it but don't get involved. Have a thorough knowledge of the political structure of your organization and be able to predict what will happen if it changes.

7. Open mindedness. Always consider what the other person feels. Be able to see the other person's side. Try to avoid value judgments. Determine why something is wrong, not who is wrong. If you disagree with an idea, make it clear that you are disagreeing with ideas rather than attacking the person. Most important, be able to laugh at yourself, to keep your sense of humor.

8. Self-confidence. Self-confidence is developed through preparation. Get adequate sleep, nourishment and exercise to keep physically fit and mentally alert. A clear mind is needed to think through problems, analyze, seek alternatives, consider consequences and develop plans.

With introspection and diligent dealings with others, a manager can measure up to quality leadership. As a manager grows, so does the organization.

Mistakes of Man

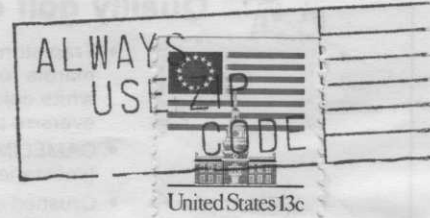
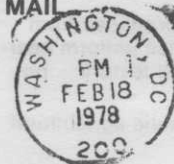
Cicero, the Roman philosopher, listed these mistakes of mankind:

1. The delusion that personal gain is made by crushing others.
2. The tendency to worry about things before they happen.
3. Insisting that a thing is impossible because we cannot do it ourselves.
4. Refusing to set aside any and all trivial preferences and prejudices.
5. Neglecting the development and refinement of the mind—not acquiring the habit of reading and thinking.
6. Attempting to compel the other person to believe and live as we do.

Mid-Atlantic Newsletter

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