

**President's Message, from p. 2**

interests to our profession.

The Americans with Disabilities Act (ADA) may or may not have a major impact on your golf course. Private country clubs surely will have different guidelines than municipal and public golf courses. We will know for sure in the near future. In this newsletter is a summary of the Recreation Access Advisory Board which became available July 13. George Renault, superintendent at Burning Tree, is the GCSAA chairman for ADA hearings.

The August meeting will be at Hobbits Glen. If you're not aware Bill lost his shop and entire equipment fleet to an early-morning fire, July 13. In spite of that, Bill promises a great day! I'm sure the crabs and beer will have something to do with that.

**Change, like death and taxes, is inevitable—so enjoy it.**

Today's business decisions often must be made in seconds, says management expert Tom Peters. So how can we meet this challenge without developing anxiety and burn-out? Try these suggestions:

- ✓ **Accept the fact** that "the one constant is change." If you fight it, you'll take a beating.
- ✓ **Prepare yourself and your employees** to deal with change and to be ready for it. Treat it as an exciting challenge and a marvelous opportunity to show how good you are.
- ✓ **Get together** with your employees and your supervisors. Brainstorm ways you can all use to deal with rapid change.
- ✓ **Avoid turf wars.** These battles will cut your speed drastically and doom you to catastrophic failure in today's world.

✓ **Allow the employees** closest to the problems to make key decisions when possible.

✓ **Appoint** someone to identify trends and issues that might have an impact on your organization—especially as they relate to government rules and regulations, new technology, and industry trends.

✓ **Develop** campaigns to encourage employees to suggest new ideas, procedures, techniques. Make it easy for them to present their suggestions—and respond to all suggestions as soon as possible.

✓ **Remember:** we must all remain students for the rest of our working lives. Make it clear that employees will need continual training to keep up-to-date.

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