

Vance and his crew did an excellent job preparing the course for us. A lot of fun was had by all. Great job Nick!

The winning team of Bill Shirk, Mike Legere, Walter Montross and Ed Walker posted an outstanding 62. Second place went to Scott Wagner, Ken Ingram, Gary Angell, and Larry Cosh with a 63, and a match of cards, over third place winners Jeff Vance, Ed Cashman, Bob Mortensen, and Mitch Williams.

Again, thanks to our sponsors of the fun prizes, which help make each event a little more exciting !! The winners were: Mike Legere, straight drive (Ace Tree), Tim McMahan, long drive, (Finch Turf), Bill Neus, closest to pin, (Prolawn/ Bergamo), Lee Dieter, Closest to pin, (T.R. Snoots), Tony Shore, closest to pin, (George Riddle) and George Renault, closest to pint (Ault, Clark & Assoc.).

## UPCOMING EVENTS

October 8

Annual Championship at River Downs

October 21

MET Tournament at Maryland Golf & CC

November 12

Open Play at Caves Valley

## Ten Simple Tips for More Effective Management

Management has never been easy. But these days, managers face potential pitfalls every single day. Even seemingly inconsequential actions can end up breeding complaints, problems and conflict.

If you're trying to prevent management blunders, stay tuned. Here are ten of the most common sources of management problems you'll encounter - and common-sense suggestions you can use to keep those problems at bay.

**1. Failing to Communicate.** A well-informed group of employees is one of the most important ingredients of a healthy, upbeat workplace. But don't just communicate the big picture. The seemingly little things - the broken coffee pot, slight changes to the work schedule, the new format of payroll checks - are often just as important to employees. By talking about the little things, you'll prevent gossip and rumors, and foster a sense of ownership.

**2. Failing to delegate.** This is a common problem among inexperienced managers. By delegating liberally, you not only keep your own desk clear, but you give employees the opportunity to solve problems on their own, and grow toward their own potential.

**3. Taking things personally.** Sure, you're angry when an employee is late three days in a row. Or when an important task isn't completed on time. But remember: when you turn a

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