

Professional Development: Growing Leaders Within Your Staff

Sports turf management is hard work. The job is complex, ever-changing, with multiple facets to consider and multiple people to please. As the boss, you know the workload becomes manageable if you have knowledgeable, reliable, dedicated individuals in key leadership positions.

These positions may range from crew leader to project, field or complex supervisor, to assistant sports turf manager, or multiple other areas. Whatever the title or level of responsibility, key traits are shared by those with leadership ability.

You can make your own job easier by identifying those on your staff with leadership ability and helping them sharpen their leadership skills.

Look for these Traits

Knowledge. Competent employees have a solid base of knowledge. They know they won't have all the answers, but have appropriate sources of information to find the answers. They aren't satisfied with what they know, but always are seeking more information and advice.

Ambition. These individuals look for greater areas of responsibility, work hard on additional, higher level assignments, and prove they are not only capable of handling them, but also are eager to take them.

Initiative. Self-starters don't need reminders to get the job done. They tackle their assignments promptly and completely. Depending on your system, they may then either report for the next assignment or begin on the next project without waiting to be told to do so.

Decision Making. These individuals are decisive. They gather the details, weigh the options, and reach a decision. Then they act on it.

Problem Solving. Problems are part of every job. Watch for those individuals who can identify a problem, analyze the details of the problem, and inform you

of both. Note especially those who take the additional step of suggesting a solution or range of solutions.

Teamwork. No one works in a vacuum. Identify those people who work well with others. Watch for those

who work equally well on a team when they are in the leadership position and when their role is to follow. Even better, note which individuals establish and use a team approach to accomplish tasks more efficiently.



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