

INTERVIEWING from page 14G immediately with your thought process.

"Just think about the person you most like to work with. Do you think about their strengths or their weaknesses; your similarities or your differences?"

The way you present yourself, and your perception of the employer will ideally lead to what Kaine calls, "an agreement of the minds." Call it empathy, or hitting it off or clicking. "If it's a successful meeting, it'll work for everyone."

Take control. Don't just walk in, shake hands, sit down and wait for the interrogation to commence, says Kaine. Better to take charge, but in a positive, assertive way. Don't be aggressive, demanding or obnoxious. At the very least, you must make a good first impression.

Kaine: Listen more than



you talk.

The person who speaks first "sets the tone of the meeting." But don't comment about the weather or how long it took you to find the place.

Say something that helps you get control.

The more questions you ask, the more you will be able to control information, time and climate; and steer the direction and content of the information exchange.

Listen. The person who listens the most and best will always have the greatest effect, because they have information. "If you listen more than you talk," promises Kaine, "you increase the probability of getting the job."

Never argue, but ask questions to further your understanding. Ask "what?" questions, not "why?" questions, and let the interviewer know what you're trying to learn before you ask a question. And get permission to ask questions. (For example, "Can you share that information with me?")

Practice with a friend. Role play.

"You know you've done well," says Kaine, "when you can state their case better than they can."

Kaine and Stefan lectured during the recent GCSAA trade show and conference in San Francisco.

—Terry McIver

GCSAA

convention wrap-up

SAN FRANCISCO, FEB. 20-27

New officers

Gary T. Grigg of the Royal Poinciana Golf Club in Naples, Fla., was elected president of the Golf Course Superintendents Association of America during its annual meeting.

Grigg told the GCSAA membership that his goals this year would be in five areas: the environment, membership growth, image, government relations and growth of the annual conference and show.

Immediate past president Joe Baidy of Acacia Country Club, Lyndhurst, Ohio, will continue to serve on the board of directors.

Other new officers: Bruce Williams of Bob O'Link Golf Club, Highland Park, Ill. (vice president); Paul McGinnis of Union Hills Country Club, Sun City, Ariz. (secretary/treasurer); and directors Dave Fearis of Blue Hills Country Club, Kansas City, George Renault III of Burning Tree Club, Bethesda, Md., Tommy Witt of Wynstone Golf Club, North Barrington, Ill., and Michael Wallace of Hop Meadow Country Club, Simsbury, Conn.

Golf tourney winners

Todd Barker of Fore Lakes Golf Course, Taylorsville, Utah, shot an even-par two-day total of 144 to win the Division A flight of the GCSAA Golf Championship. Barker, son of the 1977 GCSAA champ, is a top amateur golfer in Utah. The 45th annual event was held at five courses in Monterey, Calif. Other individual winners:

Division B: Greg Hall of Renton, Wash. (gross) and Dennis Vogt of Cherry Hills, Colo. (net); 1st Flight: Scott Wagner of Silver Springs, Md. (gross) and Fritz McMullen of West Bloomfield, Mich. (net); 2nd Flight: Sean Remington of Chevy Chase, Md. (gross) and Ed Cimoch Jr. of Mount Cobb, Pa. (net);

3rd Flight: Paul Jamrog of Blechertown, Mass. (gross) and Ivy Latham of Allen Texas (net); 4th flight: Dennis Flynn of Katonah, N.Y. (gross) and Tim Powers of Pound Ridge, N.Y. (net); 5th Flight: Ron Garrison of Center Valley, Pa. (gross) and Scott Woodhead of Belgrade, Mont. (net); 6th Flight: Roger Stewart Jr. (gross) and Trevor Oxtoby of Vienna, Austria (net);

Senior I: Alan Andreasen of Mission Viejo, Calif. (gross) and Mike Bavier of Palatine, Ill. (net); Senior II: William Johnson of Plymouth, Minn. (gross) and Ken Goodman of Wheeling, Ill. (net); Super Senior: Clete Idoux of Granite City, Ill. (gross) and John Grant of San Rafael, Calif. (net); Affiliates: Dave Bingham of Fresno, Calif. (gross) and Jim Davis of San Diego, Calif. (net).

On the international scene

Leaders of the world's golf course management and greenkeeping organizations met during the annual show. The "summit" focused on three subjects: golf and the environment, the education of superintendents and the status of the superintendents' profession.

During the meeting, the GCSAA received specific requests from several countries:

- Argentina requested permission to reprint GCSAA technical articles;
- Australia requested that all information traveling over international borders be sent through national governing bodies;
- Sweden asked for copies of all turf and equipment research;
- The U.K. asked the GCSAA for information on certification, and to consider common standards for certification; and
- Uruguay asked the GCSAA to continue its educational visits.