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For help with your toughest turf problems, contact us. Then we can show you more of our best work. Listening.

And answering with turfgrass mixtures that work.



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Circle No. 129 on Reader Inquiry Card

# Lo-Blow, the Air-Broom<sup>®</sup>

rounds up leaves and litter

ADD PUNCH in lawn cleanup work to make tough jobs quick and easy. A small crew using Atwater Strong **HEAVY DUTY COMMERCIAL BLOWER-SWEEPER** can gather leaves, trash, litter, clippings faster than any other way!

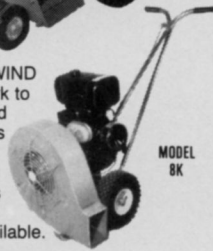


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**NEW**  
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43T

Put a WHIRLWIND FORCE to work to blow lawns and paved surfaces clean every season of the year. Get facts on 9 models. 3 to 45 hp available.



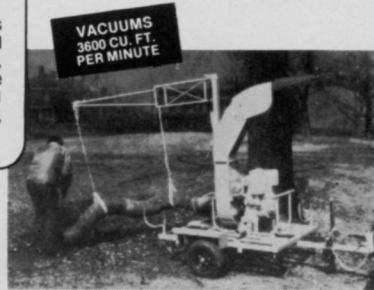
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## for EASY "GET AROUND" BACK PACK

brings one more capability to AIR BROOM performance. With wand or hand-held, gets into tight corners, hollows, foliage and even overhead. Weighs only 21 lbs. yet blows at 220 mph. Reliable, economical 2-cycle engine.

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packs dump truck full of leaves in 25 minutes. Has 16 hp cast iron engine, 8" hose reaching 20 feet. Boom to swing hose available.



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## TURF VAC<sup>®</sup>

Only sweeper for both turf and pavement. Grass, glass and trash... wet or dry. Sweeping widths from 4 to 10 ft. Self-propelled and tow-type, both with ground dump and power lift dump.



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Model FM-5 with hand intake hose

## SANDANCER<sup>®</sup>

Versatile multi-purpose work vehicle. Hill-climbing 18 h.p. gas engine with a unique power train that eliminates stripped gears and burned-out clutches. Three models and a wide selection of options allow you to build a SANDANCER to match your work needs.



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### TURF VAC CORPORATION

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Circle No. 142 on Reader Inquiry Card

## TEAM from page 60

good is done. Feedback needs to be given no matter what.

- The more often you give feedback to your employees, the better team you'll be building. You don't have to do this every five minutes, but in a real team feedback is a constant process.

- If you aren't getting feedback from your employees, ask for it. It's the manager's job to make the feedback system happen. If you aren't getting and giving it, you aren't managing properly.

- Feedback must be given on a timely basis. If you are giving positive or negative feedback, it should be given as close to the actual event as possible. Don't wait three weeks to tell someone they did a good or bad job.

- Lateral feedback is important. Within a solid team, members will give each other feedback. They don't wait for the manager to be the only one. This is lateral feedback and it means more, in many cases, than a manager's feedback.

- You have to manage your team so that they give lateral feedback. The manager is responsible for making it happen.

- You have to be aware of the key times for feedback. If your team is doing a particularly tough job, if they're doing a job that needs constant monitoring, or if you see that their energy level is low, communicate with your team.

- Remember that you, as team manager, will probably get less positive feedback from your team members than you'll give them. You have to be strong enough to go without positive feedback and still motivate your team. Team managers make the team work up to its potential without expecting a lot of praise from others.

## Making it happen

Teams are special entities. They require hard work and commitment on the part of the managers. A lot of managers decide to call their group a team until they find out how hard it is to correctly manage a team.

Your choice is simple. If you're willing to work hard to build a team, have enough energy and confidence to lead a team, and are willing to pay the price to make the team work, you can have a team atmosphere in your organization.

While a lot of people talk about having a team, very few actually are good enough managers to make it happen. How about you?

WT&T



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**LEATHERMANS, INC.**  
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**NORTHAMPTON COUNTY SEED CO.**  
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**WILSON FEED AND SEED**  
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**TURFGO NORTHWEST**  
Kirkland, WA  
(206) 827-6686

**TURF MANAGEMENT SUPPLY**  
Sun Prairie, WI  
(608) 837-5598

## Shore beautiful

Cashelmara, a beautiful condominium development on the north coast of Lake Erie, maintains design integrity despite personal preferences of the people living there.



Cashelmara in Bay Village, Ohio.

The seed was planted about three years ago. The result? A beautiful \$300,000 landscaping plan for Cashelmara—Stone House by the Sea in Bay Village, Ohio.

The plans for landscaping Cashelmara, the \$30 million, 110-unit development stretching nearly 13 acres along the Lake Erie shoreline just west of Cleveland, were developed when designer/architect Robert Corna visualized a design that would enhance an already beautiful site.

He decided to keep the natural wooded theme and make the property flow evenly throughout the development, while at the same time giving the unit owners their personal effects. The theme would call for just the proper combination of trees, shrubbery, and ground cover to make up for the area cleared away for construction.

### Tree and shrubs

Working with a hilly, rolling terrain, they used about 400 trees which are expected to achieve the original wooded effect in the next five to ten years. They used three-inch caliber, 12- to 15-foot black locust trees. Other tree combinations included 6- to 15-foot white and Austrian pines, 5-foot Canadian hemlocks and plenty of flowering dogwood. Pine oak, sugar maple, and Norway maple were also planted to gain rapid shade cover. So, in about 10 years, evidence of the original construction will have disappeared.

Shrubbery was also used to produce the overall wooded concept Corna's crews had originally planned. They planted 250 white and lavender rhododendrons, 300 azaleas, 75 viburnum, and some red twig dogwood, each between three- and five-years old and 36 to 40 inches tall.

English ivy and purple leaf winter creeper, selected for their appearance and erosion control capabilities, were

*continued on page 66*



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Golf Courses  
Grounds Maintenance  
Athletic Fields

## 315 Exhibits, Lectures, Workshops



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- Introducing Ornamental Grasses
- Fungicide Resistance
- C-15 Decline?
- Winter Covers
- Pitfalls of a Superintendent
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- Annual Bluegrass Suppression
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- Computer and the Superintendent

### Grounds and Landscape

- Athletic Fields
- Athletic Field Problems
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- Tree Problems
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- Biology of Thatch
- Legislative Acts and Pesticide Use

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- Liquid vs. Dry N
- Insect-Resistant Varieties
- New Pre and Post Herbicides
- Selective Tall Fescue Control
- Growth Regulators for Lawns
- Aeration Equipment
- Late Season Fertilization
- Fungicide Update
- Herbicide Volatility
- Weather
- Understanding Soil Tests
- Fall Pre-emergence Applications
- Difficult-to-Control Broadleaves
- Tree Problems?

### Workshops

- Landscape Herbicides
- Diseases & Insects of Ornamentals
- Ring Patch Diseases
- Basic Turf Weed Control
- Irrigation Workshop
- Annual & Perennial Flowers
- Pesticides & Public Relations
- Pesticide Training Sessions

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Contact: **Dr. John Street**  
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2021 Coffey Road  
Columbus, Ohio 43210  
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## The ProSource

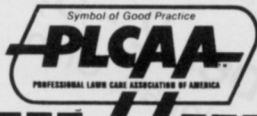
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Clip and mail to: Professional Lawn Care Association of America  
1225 Johnson Ferry Rd. NE, Suite B-220, Marietta, GA 30067

## SHORE *continued from page 66*

used as ground cover on the slopes and hills.

### The No.1 problem

One of the most difficult assignments in laying out the landscaping plan was to meet individual owners to deal with their preferences for personalized courtyards while remaining true to Cashelmara's overall design theme.

Each courtyard was designed with the owner in mind and based on concepts developed after meeting with each to discuss walkways, steps, and the planting effect. While the owner might prefer an Oriental or formal

### Each courtyard was designed with the owner in mind.

garden, the landscape plan still introduced the overall effect while adjusting to fit the owner's needs by planting hedges of azaleas or Japanese rhododendrons.

In addition, the steep rolling hills made it necessary to build retaining walls of gray field stone, so more than 5,000 railroad ties were integrated into the property's design.

### By phases

The landscape concept called for Cashelmara to be handled in phases and, as six buildings were completed, the crews then moved in and cleared off the property, graded, regraded, and planted. While moving on to six new building areas, they would be maintaining the back six.

Corna is also considering the installation of a Leaky Pipe underground irrigation system. Because of the complexity of Cashelmara's terrain—the landscape beds, wood decks, and close living quarters—above-ground watering systems are considered an impossibility. Conventional spray systems are unable to direct their flow to exact locations while the capillary action from within the Leaky Pipe system directs and controls water flow.

With Cashelmara, Robert Corna and Associates and Cashelmara Company appear to have pulled off the impossible: maintaining the integrity of a large multi-family landscape while serving the peculiarities of individual clients.

WT&T

# Capital Gain.

Time and again, you've heard it said, "To make money, you have to have money."

The truth is, you have to know how to save money before you can think about making more.

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In no time, you'll have enough Bonds for a new car, your child's education, even a dream vacation.

Whatever you save for, Bonds are the safest, surest way to gain capital.

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# PRODUCTS

## Griswold markets 390 system for large jobs

Griswold says its new System 390 computer-assisted irrigation control system is easy to use even though it's designed for complex irrigation jobs such as golf courses and municipalities.

English (no symbols or decoding) is used on the display screen to tell which valves or groups of valves are actuated at any given time. Griswold says that since the valve groups are independent of wiring the System 390 can irrigate in any sequence. Just type in the sequence using any valves in the system.



Duration, sequencing, and days of operation are handled for 30 valves on one screen. All memory is located at the central and is retained up to 10 years without battery backup.

Griswold says only two standard direct burial wires are needed to connect field switching terminals to the central. All switches and contacts are gold-plated to prevent corrosion.

Circle No. 191 on Reader Inquiry Card

## Canadian-made ATV all work, no play



The Taurus 650 is the first three-wheeled vehicle designed solely for work, says its manufacturer, Ontario Drive and Gear Ltd. The 656-cc engine is the largest in the ATV industry.

Features of the Taurus include automatic transmission, extended wheel base, heavily-constructed frame, and a longer travel suspension for better control and driver comfort. Ontario Drive and Gear also produces the six and eight-wheel-drive Argo ATVs.

Circle No. 192 on Reader Inquiry Card

## Agrotec's new sprayer fits golf trucksters

Agrotec Inc. is offering a new sprayer with a boom that can be mounted behind the tailgate of a golf course truckster.

The boom is hinged so it can be lifted over the tailgate to permit lowering and raising of the tailgate. This also makes it easier to slide the unit on and off a truckster.

The new Agrotec unit uses jet agitation with a diaphragm piston pump

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Phone (503) 585-1157





which permits use of a hose and hand gun at pressures up to 550 psi. Herbicides sprayed through the boom can go up to 250 psi, the manufacturer says.

The unit measures 54 inches long and 38 inches wide and weighs 230 lbs. Boom and hand gun kits are optional equipment.

Circle No. 193 on Reader Inquiry Card

### Hustler 320 and 340 strengthen Excel line

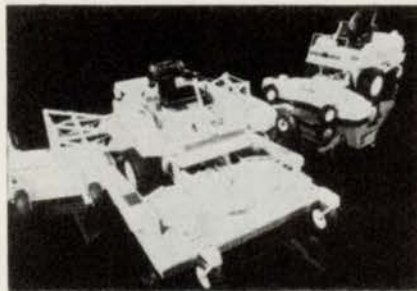
Water-cooled Kubota diesel engines power Excel's newest entries into the out-front rotary mower market, the 21.5-hp Hustler 320 and the 28.5-hp Model 340.

Both Hustlers feature oversized cool-

ing systems and high capacity oil coolers, beefed-up main frames, unique subframes with rubber shocks to absorb engine vibration, and dual tail wheels. Also featured is a tandem hydrostatic pump with increased variable displacement.

Both models utilize a newly-designed QuickAttach, two-point tool bar which can handle 20 different attachments. The tool bar also allows the attachments to float independently up and down and from side to side. The tool bar is raised and lowered hydraulically.

The 340's extra horsepower allows it to handle the Hustler Range Wing attachment which can cut a swath 12 feet wide. The 320 has the capacity for a left wing attachment. Both tractors also accommodate the High Lift Bac Vac.



Circle No. 194 on Reader Inquiry Card

### Ford 67-hp tractor available with backhoe

Ford has introduced its new 655A tractor-loader-backhoe, available with a 15-foot backhoe. The 655A is powered by a 256-cubic inch, natu-



rally-aspirated, four-cylinder diesel engine.

The new model also features a new synchronized, 4x4 power-reserving torque-converter transmission. The load lift arms are lengthened by 3 1/2 inches and the load lift capacity increased to 5,250 lbs.

Circle No. 195 on Reader Inquiry Card

*Wherever man molds the earth to his purpose, Ditch Witch is there.*

*The Ditch Witch 4010 trencher, equipped with an A420 backhoe;  
the best selling 40-HP-class trencher in the world.*





# EVENTS

## NOVEMBER

**National Institute on Park & Grounds Management, Nov. 3-7.** Holiday Inn World's Fair & Convention Center, Knoxville, Tenn. Contact the National Institute, Box 1936, Appleton, Wis. 54913. (414) 733-2301.

**New York Turfgrass Conference & Show, Nov. 6-8.** Rochester Convention Center. Contact Ann Reilly, 210 Cartwright Blvd., Massapequa Park, N.Y. 11762. (516) 541-6902.

**Penn State Golf Turf Conference, Nov. 11-13.** Keller Conference Center, Penn State University, University Park, Penn. Contact Dr. Joseph Duich, Department of Agronomy, 21 Tyson Building, University Park, Penn. 16802. (814) 865-9853.

**Northern California Athletic Field Management Seminar, Nov. 12-13.** San Francisco Airport Holiday Inn. Contact Rick Ruiz, P.O. Box 1985, Novato, Calif. 94948. (415) 898-1281.

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BOX NUMBER REPLIES: Mail box number replies to: WEEDS TREES & TURF, Classified Ad Department, 120 W. 2nd St., Duluth, MN 55802. Please include box number in address.

## BUSINESS OPPORTUNITIES

**WANT TO BUY OR SELL** a golf course? Exclusively golf course transactions and appraisals. Ask for our catalog. McKay Golf and Country Club Properties, 15485 N. East Street, Lansing, Michigan 48906. Phone (517) 484-7726. TF

## Help Wanted

**HORTICULTURIST-ARBORIST.** Seeking Manager for growing tree care company. Require five years of well developed sales and management skills plus ability to expand existing operation. Manager will have opportunity to buy into company. Send resume to T.D., P.O. Box 670121, Dallas, Texas 75230. 10/85

Construction supervisor for golf and large turf irrigation jobs. Dynamic, young company seeking conscientious, hard driving individual with solid background. Starting pay mid 20's, expenses, benefits. Send resume to Richard Embry & Company, Inc., P.O. Box 392, Shelbyville, Kentucky 40065. TF

**SALES-UPSTATE NEW YORK**—Jacobsen distributor requires additional sales personnel due to growth and expansion. Must have experience in turf equipment. Enthusiastic self-starter will find this an excellent opportunity. Salary, commission, bonus, vehicle and full benefit package provided. Please send resume to S.B. Moffett Company, Inc., Thruway Park Drive, W. Henrietta, NY 14586. (716) 334-0100. 10/85

**GENERAL MANAGER**—Fast moving and well respected arboricultural firm looking for bright, energetic, dedicated and responsible person. Self-starter to head new sales, personnel management, field operations, contract bidding and negotiations, and full supervision for all manpower and equipment. Applicants must have horticultural background, college degree, direct practical experience, and computer knowledge preferred. Salary commensurate with background. Good company benefits with strong growth potential. Send resume with salary history (Mandatory) in strictest confidence to WTT Box 369. 10/85

Assistant Manager wanted for a growing landscaping company in Southern Vermont, must have working knowledge and experience in all phases of landscaping. This could be a year-round position for the right individual. Write for complete job description: Homestead Landscaping Co., P.O. Box 125, Bondville, VT 05340. 10/85

**CAREER OPPORTUNITIES**—Cal Turf, a leading producer of quality turfgrass sod is accepting applications for positions in production. Education and or experience in the turf or agriculture industry required. Ability to speak Spanish preferred. Experience in managing employees and operations with a working knowledge of farm and/or turf equipment is essential. Excellent growth potential. Cal Turf is an employee owned company offering a complete benefit package and company stock. Please send resumes with salary history to: CAL TURF, Personnel Department, P.O. Box 840, Somis, CA 93066. 10/85

## SPECIALTY CHEMICAL SALES

A national organization has an immediate opening for an Agchem Sales and Marketing Specialist with five years experience. Knowledge of industrial herbicide sales beneficial. Travel required. EOE M/F. Salary commensurate w/experience. Write:

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**PRODUCTION MANAGER:** Progressive landscape contracting firm in Austin-San Antonio, Texas seeking experienced individual to manage and coordinate installation, irrigation and maintenance divisions. Degree in related field, self-motivated and public relations ability. Salary and benefits. Send resume and references in care of WTT Box 368. 10/85

**CONSERVATORY DIRECTOR**—Professional position responsible for managing the horticultural, business, personnel, and educational operations of a municipal conservatory and garden center. Salary \$29,182 after one year, excellent benefits. B.S. degree in horticulture or related, four years of horticultural experience including one year of managing a conservatory or greenhouse preferred. Send resume to Dave Capel, Columbus Recreation and Parks Department, 90 West Broad Street, Columbus, Ohio 43215 10/85

## SALESPERSON TURF PRODUCTS

Sales position with growth opportunity. Bachelors' degree in agronomy or related field, 3-5 years experience selling to professional turf care market. Knowledge of East Coast helpful. Excellent compensation and benefits. Direct resume to:

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## FOR SALE

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**TREE FERTILIZATION GUN,** tested on over a million square feet of trees and shrubs all over the U.S. Good to 500 psi, repairable, non-corrosive. Buy direct from manufacturer, \$95.50. Arbor-Nomics, Inc., 5634-A Buford Highway, Atlanta, Georgia 30071. (404) 447-6037. TF

For Sale—Hydraulic auger-Hex shaft (Danuser) for hookup to backhoe or aux. 3-point PTO driven pump with hydraulic reservoir, 36", 24", 18" augers excellent condition \$2,500.00. Call 215-323-3560. 11/85

Established landscape contracting business located in Central Minnesota. Willing to sell any single equipment, or all as a package. Must see to appreciate! Loaders, trucks, tractor, special attachments and many tools, snow equipment. (612) 263-6111 or write Box 235, Becker, MN 55308. 10/85

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