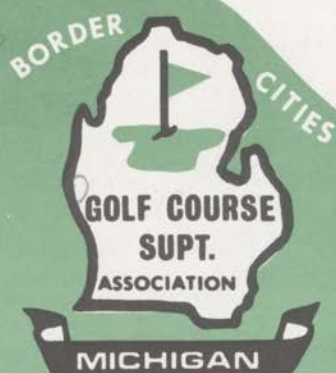


6V  
975  
A1  
P3  
March  
1981

MARCH 1981



SERIALS

JUL 2 1981

MICHIGAN STATE UNIVERSITY  
LIBRARIES

# A PATCH of GREEN

Official Publication of the  
Michigan & Border Cities Golf Course Superintendents Association



# **MICHIGAN & BORDER CITIES GOLF COURSE SUPERINTENDENTS ASSOCIATION**

## **PRESIDENT**

**JAMES TIMMERMAN, CGCS**  
ORCHARD LAKE COUNTRY CLUB  
2474 Lafay  
Orchard Lake, Michigan 48033  
Off. 682-2150, Res. 682-7234

## **VICE PRESIDENT**

**BRUCE WOLFROM, CGCS**  
BARTON HILLS COUNTRY CLUB  
435 Stein Road  
Ann Arbor, Michigan 48103  
Off. 662-8359, Res. 663-9213

## **SECRETARY-TREASURER**

**ED HEINEMAN**  
WATERS EDGE COUNTRY CLUB  
10531 Bellevue  
Grosse Ile, Michigan 48138  
Off. 675-0927, Res. 676-3095

## **BOARD OF DIRECTORS**

**KEVIN DUSHANE**  
WABEEK COUNTRY CLUB  
159 Willards Way  
Union Lake, Michigan 48085  
Off. 851-1689, Res. 698-2924

**MICHAEL EDGERTON**  
MEADOWBROOK COUNTRY CLUB  
32736 Hees  
Livonia, Michigan 48150  
Off. 349-3608, Res. 522-6238

**CHARLES GAIGE**  
LAKELANDS GOLF & COUNTRY CLUB  
7390 Rickett  
Brighton, Michigan 48116  
Off. 231-3003, Res. 227-4617

**FRITZ McMULLEN, CGCS**  
FOREST LAKE COUNTRY CLUB  
3912 Fieldview  
Orchard Lake, Michigan 48033  
Off. 335-1410, Res. 363-8030

**DANIEL UZELAC**  
DOMINION GOLF CLUB  
RR No. 1  
Oldcastle, Ontario, Canada NOR 1L0  
Off. 969-4350, Res. 969-4350

**THEODORE WOHRLE**  
OAKLAND HILLS COUNTRY CLUB  
3390 Witherbee  
Troy, Michigan 48064  
Off. 644-3352, Res. 649-8512

## **PRESIDENT EMERITUS**

**CLEM WOLFROM**  
DETROIT GOLF CLUB  
530 Kendry  
Bloomfield Hills, Michigan 48013  
Off. 345-4589, Res. 334-0140

## **"A PATCH OF GREEN"**

*Published monthly by the*  
**MICHIGAN AND BORDER CITIES GOLF  
COURSE SUPERINTENDENTS ASSOCIATION**

Circulation: 1,250

**Ted Woehrle, CGCS, Oakland Hills C.C.**  
**James Timmerman, Orchard Lakes C.C.**  
**CO-EDITORS**

*Printed At*

**BLAKEMAN PRINTING COMPANY**  
31823 Utica Road  
Fraser, Michigan 48026  
Phone: (313) 293-3540

## **MONTHLY ADVERTISING RATES**

Double Page Spread.....	\$150.00
Back Outside Page.....	75.00
FullPage.....	65.00
Half Page.....	40.00
Quarter Page.....	30.00
Eighth Page.....	15.00
Sixteenth Page.....	10.00
Classified Ad (per column inch).....	7.50

DISCOUNT RATE: One Year 10%

Note: Advertising fees may not be deducted  
from the above rates.

## ***This Month's Advertisers...***

**The Andersons**  
**Benham Chemicals**  
**Golf Car Distributors**  
**J & J Equipment Co.**  
**Lakeshore Equipment Corporation**  
**Lawn Equipment Corporation**  
**Lebanon/Agrico**  
**W.F. Miller Garden & Equipment**  
**Nature's Image Landscaping, Inc.**  
**Oxford Peat Company**  
**O.M. Scott & Son, Inc.**  
**Wm. F. Sell & Son, Inc.**  
**Sprinkler Irrigation Supply Co.**  
**Terminal Sales Corporation**  
**Tire Wholesalers, Inc.**  
**Turfgrass, Inc.**  
**Turf Supplies, Inc.**  
**Wilkie Turf Equipment Division, Inc.**  
**Charlie Wells & Company**

## FERTILIZERS

- MILORGANITE
- IBDU
- JOBES TREE SPIKES



## FUNGICIDES WEED CONTROLS



- TRIMEC
- TREXSAN
- 2,4,D
- MCPP
- BALAN
- TREFLAN
- DACTHAL
- BETESAN
- ROUND-UP
- EMBARK

## LANDSCAPING TOOLS

- AMES
- TRU-FRIENDS



- SALT
- CALCIUM CHLORIDE



## BENHAM CHEMICALS

3190 MARTIN ROAD  
WALLED LAKE, MICHIGAN

**624-3200 • 834-3010**

# Scout Those Early Spring Diseases

As the days begin to warm up and the snow melts, early spring disease problems will soon be evident. They could haunt you all season. The common ones are discussed here.

Snow mold is the common name for a group of winter and early spring diseases. They're caused by one or more of the psychrophilic — or cold-loving — fungi.

Caused by the fungus *Typhula incarnata* and related species, gray snow mold is associated only with cold weather and snow. It's most often found where snow is deep and slow to melt in the spring.

Optimum gray snow mold conditions occur when snow falls on unfrozen ground (32 to 45°). Symptoms include circular, dead, bleached-brown to straw-colored areas up to two feet or more in diameter. Leaves may be matted and covered with a grayish-white mycelium — threadlike fungal growth.

The chief diagnostic feature is hard brown pinhead-sized bodies called *sclerotia*. These are imbedded in leaves and crowns of infected plants.

Usually when you see gray snow mold the damage has been done and it's too late to use fungicides. Damage ranges from leaf-blade destruction, from which grass easily recovers, to sheath and crown infection which causes dead areas requiring sodding and reseeding.

At this point you can only dry out the infected areas, using a rake to break up the crust to let air and light into the sod.

Pink snow mold or pink patch, caused by *Fusarium nivale* develops throughout the spring. It's most common in wet, cool months when temperatures are below 60°. First symptoms are circular tan to reddish-brown spots one to six inches in diameter.

*Continued on Page 17*

TURFGRASS

COUNTRY CLUB

PROFESSIONAL

Turf PRODUCTS

GIVE YOU MORE!

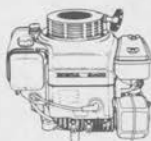
Phone: Area 313 437-1427

**SUPERINTENDENTS — CHOOSE HONDA FOR 1980**

# HONDA ENGINES

Recondition your equipment this winter with a Honda.  
Built tough for Dependability - Durability - Quiet  
Precision Engineering - Economy

## ENGINE SPECIFICATIONS



Horsepower	Model	Type	Variation	Horizontal Shaft	Vertical Shaft	Crankshaft P.T.O.	6 TO 1 Reduction	2 TO 1 Reduction	Mesh Governor	Top Gov. Speed No Load	Recoil Starter	Starter 12v	Point Type Ignition	C.D.I.	Air Cleaner*	Fuel Tank (Qt.)	Weight
3.5	GV150	A1		X		3 5/32 x 7/8 DIA. TAPPED 3/8 24 UNF				3600	X		X		SD	2.12	28.7
	GV150	A2			X	2 7/16 x 7/8 DIA. TAPPED 3/8 24 UNF				3600	X		X		SD	2.12	28.7
	G150	Q	AF	X		2 7/16 x 3/4 DIA. TAPPED 5/16 24 UNF		X		4000	X		X		OB	2.64	29.8
	G150	PE	AF	X		2 7/16 x 5/8 THREADED		X		4000	X		X		OB	2.64	29.8
	G150	HQ	AF	X		2 3/4 x 3/4 DIA.	X	X		4000	X		X		OB	2.64	37.1
5	GV200	(1)	N40		X	3 5/32 x 1 DIA. TAPPED 3/8 24 UNF		X		3200	X			X	DE	2.01	37.5
	GV200	(2)	N50		X	1 13/16 x 1 DIA. TAPPED 7/16 20 UNF		X		3200	X			X	DE	2.01	37.5
	GV200	(3)	N4C		X	3 5/32 x 1 DIA. TAPPED 3/8 24 UNF		X		3700	X		X		DE	OPT.	35.3
	G200	Q	AF	X		2 7/16 x 3/4 DIA. TAPPED 5/16 24 UNF		X		4000	X		X		OB	3.68	33.1
	G200	V	A5	X		2 53/64 x 0.755 DIA. TAPER 2 1/4 PER FT.		X		4000	X		X		OB	3.68	33.1
	G200	PE	AF	X		2 7/16 x 5/8 THREADED		X		4000	X		X		OB	3.68	33.1
	G200	S	AG	X		2 3/64 x 22 mm DIA.	X	X		4000	X		X		OB	3.68	46.5
	G200	HQ	AF	X		2 3/64 x 3/4 DIA.	X	X		4000	X		X		OB	3.68	41.5
7	G300	Q	B6	X		3 31/64 x 1 DIA. TAPPED 7/16 20 UNF		X		4000	X			X	DE	6.36	48.5
	G300	V	B6	X		4 11/64 x 7/8 DIA. TAPER 2 1/4 PER FT.		X		4000	X			X	DE	6.36	48.5
	G300	S	B7	X		2 3/32 x 22 mm DIA.		X	X	4000	X			X	DE	6.36	63.5
	G300	HQ	B6	X		3 7/32 x 1 DIA. TAPPED 7/16 20 UNF	X		X	4000	X			X	DE	6.36	59.0
	G300	Q	J0	X		3 31/64 x 1 DIA. TAPPED 7/16 20 UNF		X		4000	OPT.	X		X	DE	6.36	59.0
10	G400	Q	B6	X		3 31/64 x 1 DIA. TAPPED 7/16 20 UNF		X		4000	X			X	DE	6.36	66.1
	G400	V	B6	X		4 11/64 x 7/8 DIA. TAPER 2 1/4 PER FT.		X		4000	X			X	DE	6.36	66.1
	G400	Q	J0	X		3 31/64 x 1 DIA. TAPPED 7/16 20 UNF		X		4000	OPT.	X		X	DE	6.36	76.0
11	GV400	(4)	AA		X	3 5/32 x 1.0 DIA. TAPPED 7/16 20 UNF		X		3550	X		X		DE	2.44	61.7
	GV400	(5)	AB		X	3 5/32 x 1.0 DIA. TAPPED 7/16 20 UNF		X		3550	X		X		DE	OPT.	61.7
	GV400	(6)	JB		X	3 5/32 x 1.0 DIA. TAPPED 7/16 20 UNF		X		3550	X	X	X		DE	OPT.	68.4
	GV400	(7)	JD		X	3 5/32 x 1.0 DIA. TAPPED 7/16 20 UNF		X		3550	OPT.	X	X		DE	OPT.	66.2

TYPE: (1) N40 with CDI & Extended Oil Filler Tube  
(2) N50 with CDI & Extended Oil Filler Tube  
(3) N4C (without tank, oil filler tube, with S-type muffler)  
(4) AA - STD. type

(5) AB - STD. type (with SN muffler, w/o fuel tank)  
(6) JB - Electric Start (with SN muffler and recoil starter, w/o fuel tank)  
(7) JD - Electric Start (with 80w lamp coil, w/o fuel tank and muffler)

\* SD - SEMI-DRY  
OB - OIL BATH  
DE - DUAL ELEMENT



## GOLF CAR DISTRIBUTORS

1980 W. WIDE TRACK DR. (US 10) PONTIAC, MICH.  
338-0425 MON.-FRI. 8-5, SAT. 8-1



**Easy Terms**  
To Fit Your Budget

**SPECIAL PRICES TO M.B.C.G.C.S.A. MEMBERS**

# SUPERVISION

-first link in the management chain

It's not  
easy being  
a good supervisor;  
here are a few  
pointers on  
what it  
takes

by J.E. Campanellie  
Camera and Plate Editor

The supervisor (or foreman) is generally looked on as the first link in the management chain — the person in charge of the people who actually do the job. Good supervisors are not born that way. Neither are writers, carpenters, nor technicians of any type.

A good supervisor acquires excellence by hard work, study and practice. However, no amount of work or study will replace personal desire. The desire to become a good leader or supervisor is of primary importance in climbing the ladder of successful leadership. But this aspiration should be tempered with common sense.

Many people think the supervisor has a soft job and draws a large salary for it. This is about as false as anything can be. The reality is that he faced with many problems. Besides the technical requirements of his job, he must have the ability to act as adviser, psychologist, clergyman, expert in human relations, and even father to his employees. He works long hours, generally without overtime, and is on call at any time of the day or night.

## It's No Cinch

Answers to supervisory problems

Involving personnel are never as simple as two plus two equals four. There are books that offer guidelines to solutions, but the real answers must come from the supervisor himself. He must listen to the problem and then be capable of providing a solution that is sincere and honest and leaves the employee satisfied that his problem is solved. It is at this moment that the good supervisor takes a step up the ladder and the poor one slips back a rung.

The job of supervising people is serious business and should be approached in that manner. The following quote, however old-fashioned, points up this fact: "The responsibility for controlling and directing human lives is the most sacred trust of leadership.

## And That's Not All

Supervision is much more than solving daily personnel problems. The supervisor has a responsibility to his company to make a profit, achieve production goals, reduce costs, motivate employees, keep problems to a minimum, and maintain a smooth-running operation. In achieving these

*Continued on Page 14*

**No synthetically produced fertilizer can compare with  
MILORGANITE**

Golf Courses Use More

**MILORGANITE**

Than Any Other Fertilizer



**TERMINAL SALES CORP.**

12871 EATON AVE.  
DETROIT, MICH. 48227  
(313) 491-0606



# ARE YOU INTERESTED IN JOINING THE MICHIGAN AND BORDER CITIES GOLF COURSE SUPERINTENDENTS ASSOCIATION?

FILL IN THE QUESTIONNAIRE BELOW AND MAIL TO:



CHARLES GAIGE  
LAKELANDS GOLF & COUNTRY CLUB  
7390 Rickett  
Brighton, MI 48116  
Office 231-3003, Residence 227-4617



DATE \_\_\_\_\_

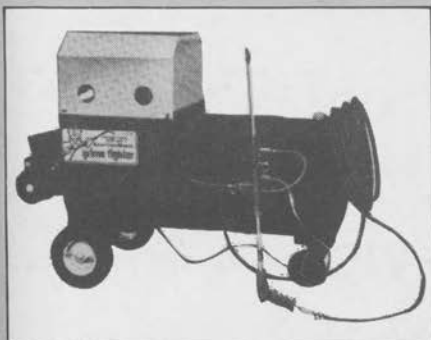
NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

OR YOU MAY CONTACT THE NEXT GOLF COURSE SUPPLIER WHO CALL ON  
YOU AND GIVE HIM THE INFORMATION NEEDED FOR APPLICATION.

## HIGH PRESSURE WASHERS



CUT YOUR EQUIPMENT CLEANING  
COSTS IN HALF WITH A HOT/HIGH  
PRESSURE WASHER. WE HAVE A  
MODEL TO FIT YOUR NEEDS AND  
YOUR BUDGET.

FOR A FREE DEMONSTRATION CALL OR WRITE TODAY:

**J & J EQUIPMENT CO.**

17223 Joy • Fraser, Michigan 48026

(313) 293-0675

# Do You Impede Output?

● Motivation is essential to any successful business. Increasingly, it is crucial to our nation's economic survival.

A great deal is being written in the press today about the connection between motivation and worker productivity. A few simple statistics will dramatize our national problem:

● The Japanese worker on an automobile assembly line produces an average of 48 cars per year. His American counterpart only produces 25 cars per year.

● The Japanese worker in manufacturing produces an average of 421 tons per year. The American worker produces 250 tons per year.

● In the mid-1950s, the United States accounted for 50 percent of the world's economic output. By the mid-'70s, our share had declined to 35 percent.

● By the late '80s, our estimated

share of world output will be down to 25%.

Obviously, in the decade ahead, we must motivate the nation's workforce to greater productivity if we are to maintain our standard of living and our economic strength.

While motivation is a prime catalyst, its chemistry alone does not make up the complete formula for improved productivity. The advantages of up-to-date equipment should also be taken into account as having a positive effect.

To hold good employees and to motivate them, you must pay attention to the organizational climate in your company. More important, you must understand your role in shaping it. You, as manager, and your management practices interact with two parts of your business:

● Organizational variables, including goals, strategies, structure, systems and policy.

The logo for Sisco, featuring the word "Sisco" in a stylized, cursive font. A single drop of water is depicted falling from the top of the letter 'i'.

**FOR ALL YOUR IRRIGATION NEEDS**

**YOUR FULL STOCK**

**FULL SERVICE**

**DISTRIBUTOR**

The logo for Nelson, consisting of the word "NELSON" in a bold, sans-serif font, enclosed within a dark oval. A registered trademark symbol (®) is located to the right of the oval.

**NELSON**

JIM VINCE  
MIKE BYRNES  
JAN KOVACICH  
PETE ASARO

The logo for Moody, featuring the word "MOODY" in a bold, sans-serif font, with a stylized cloud or smoke-like shape behind it. Below the word, the text "IRRIGATION EQUIPMENT" and "SINCE 1937" are visible.

**MOODY**  
IRRIGATION EQUIPMENT  
SINCE 1937

**SPRINKLER IRRIGATION SUPPLY CO. 1316 N. CAMPBELL ROAD ROYAL OAK, MI 48067**  
**PHONE: (313) 398-2233**



● Staff member variables, such as each employee's skills, knowledge, values and capabilities. The interaction of your management practices with these variables produces a distinctive organizational climate. That climate, in turn, determines motivation.

Six factors measure organizational climate:

**Clarity** – Do you provide good, clear instructions to your employees when new systems are introduced?

**Commitment** – Is there clear understanding of how employees should work together and what the common goals are?

**Standards** – Are the criteria of what makes for good performance clearly defined and worked towards?

**Responsibility** – Have you encouraged subordinates to work and think on their own? Do you trust other employees to make responsible decisions on their own?

**Recognition** – Do your workers feel wanted, respected? Do you tell them when there's a job well done?

**Teamwork** – Do your subordinates feel they are part of a total group

effort? Do you pitch in and help when subordinates need you?

The first three – clarity, commitment and standards – will affect the performance of your company directly. They will determine how well the job is done. The last three – responsibility, recognition and teamwork – affect development, including the company's growth and profitability.

There is a clear correlation between organizational climate and four basic management practices:

*Continued on Page 12*

## **LAKE SHORE**

EQUIPMENT & SUPPLY CO.

HOME OF

**LESCO** PRODUCTS

And

**SULFUR COATED FERTILIZERS**

Distributor & Formulator

**GRASS SEED, FERTILIZERS**

**INSECTICIDES FUNGICIDES, HERBICIDES**

*Call Us Today*

**TOLL FREE**

**1-800-321-5325**

300 S. Abbe Rd. Elyria, Ohio 44035

Price Quotation On Request

(216) 323-7544

## **Need Golf Course Equipment?**

### **FOLLOW THESE INSTRUCTIONS:**

- 1. Phone (313) 482-4210**
- 2. Ask for Charlie Wells**
- 3. Tell him what you want – "If he doesn't have it, he'll get it."**
- 4. Choose as you please-**
  - a. He will restore yours**
  - b. He will repair yours**
  - c. He will follow your instructions**
  - d. He will guarantee his work – "If he can't fix it, Throw it away."**
- 5. Tell your friends to buy "WELLS BUILT."**

**CHARLIE WELLS & COMPANY**

## IRON APPLICATION - RATES, CARRIERS, AND TOXICITY COMPARISONS

J. B. Beard, J. H. Eckhardt,  
and Garald Horst

The micronutrient most commonly deficient on turfgrass areas is iron. Deficiencies appear as an interveinal yellowing of the youngest actively growing leaves. Under a continued iron deficiency, the chlorosis spreads to the older leaves and the plants become weakened. An iron deficiency occurs on the youngest leaves while yellowing from a nitrogen deficiency occurs first on the oldest leaves. Iron deficiencies are associated with soils having high calcium and magnesium contents.

Correction of an iron deficiency can be accomplished by a foliar application of ferrous sulfate or ferrous ammonium sulfate. Soil applied complete fertilizers with iron and activated sewage sludge materials also contain significant amounts of iron. Reports of problems with foliar burn following applications of water soluble iron as a spray are not uncommon. Thus, this study was initiated during the summer of 1976 to evaluate the effects of iron rates, carriers, and environmental conditions during application on the proneness to turfgrass phytotoxicity. Four iron sources were utilized in the test: ferrous sulfate, ferrous ammonium sulfate, Chelated 138, and Chelated 330. Rates of application were 0, 4, 8, 12, 16, 20, and 24 pz. of material per 1000 ft<sup>2</sup>. Applications were made by means of a hand sprayer to four square foot plots. There were three replications utilized in two tests during 1976 and one test during the 1977 growing season. Visual estimates of foliar burn to the bentgrass and bermudagrass were taken along with any positive responses to the iron application.

Results. No foliar burn or noticeable response was observed at the 2 oz. per 1000 ft<sup>2</sup> application of iron sulfate to creeping bentgrass. The 4 and 8 oz. rates showed a definite greening response with no foliar burn evident. There was a slight burning at the leaf tips from the 12 oz. rate with the extent of foliar burn becoming greater as the rate of application was increased a-

bove this level.

No burning or greening response was noted from the 2 oz. application of ferrous ammonium sulfate. The 4, 8, and 12 pz. rates produced a significant enhancement of green coloration with no foliar burn. However, phytotoxicity was evident at application rates of 16 oz. per 1000 ft<sup>2</sup> and above at temperatures of 75 to 80° F. At warmer temperatures of 90 to 94° F, foliar burn from ferrous ammonium sulfate was observed at a rate of 10 oz. and above.

Chelated 138 caused a distinct reddish coloration which persisted on the leaves and was fairly objectionable at application rates of 12 pz. per 1000 sq. ft. and above. Chelated 138 did produce a slight greening at the 2 oz. rate and substantial enhancement of green coloration at 4 oz./11,000 ft<sup>2</sup> and above. Foliar burn was first noticed at the 16 oz. rate of application and became progressively more severe as the rate was increased to 24 oz.

Chelated 330 produced a slight greening at the 2 oz. rate with a major enhancement of green color at higher rates similar to that reported for Chelated 138. However a slight foliar burn was evident at the 6 through 14 oz. rates. Objectionable degrees of foliar burn were evident at rates of 14 oz. per 1000 ft<sup>2</sup> and above.

Summary. Results from these investigations indicate that foliar burn is occurring at relatively high application rates compared to those commonly in use. Frequent reports of foliar burn at substantially lower rates, suggest that the iron is being applied with the other chemicals, which in combination, are causing foliar burn. The rate of application at which foliar burn occurred did vary among the four materials and increased as temperatures increased. However with temperatures up to 95° F on a creeping bentgrass turf, iron applications can be made in the range of 4 to 8 oz. per 1000 square feet without concern for foliar burn.



**TORO**

worth more

**GREENSMASTER 3<sup>®</sup>**

**Still the leader...  
...outsells competition two to one.**

**Features like: Thatching Reels  
Powered spikers  
Variable Quick Height of Cut  
Unit Interchangeability**

**Backed by The Toro Promise – and  
Wilkie Turf Equipment Company**



**WILKIE**

*Turf Equipment Division, Inc.*

1050 OPDYKE ROAD PONTIAC, MICHIGAN 48057

(313) 373-8800



### Do You Impede Output?, Cont.

Coaching and counseling – communicating high personal standards informally; expecting subordinates to find and correct their own errors, rather than solving their problems for them.

Performance appraisal – regularly reviewing each subordinate's individual performance and planning for improvement; relating the total reward and promotional system to the excellence of job performance, rather than to other factors, such as job seniority.

Goal and task definition – setting challenging and difficult goals and standards for your subordinates; explaining tasks and projects clearly and thoroughly.

Team building – conducting team meetings so that they serve to increase trust and mutual respect among teams; measuring morale periodically.

This means that you, the manager, can help shape organizational climate. You can consciously use specific management practices to motivate and improve performance. You may be a first rate manager of business, skilled at handling cash-flow, balance sheets,

or bottom lines. But you can also have the tools to be a better manager of people.

We are all great scorekeepers, but just remember these points:

- The basic issue is to get people to do their jobs
- Get results through people
- Job satisfaction results in good performance
- The happy employee isn't necessarily the most productive
- We need both goal-oriented and task-oriented people
- In changing attitudes, start at the top levels

"If you tax something, you get less of it; if you subsidize something, you get more of it. In America, we tax work, growth, investment, employment, savings, and productivity. We subsidize non-work, consumption, welfare, and debt. If we are to get bureaucratic government off the backs and out of the pockets of working Americans, it will require dramatic action and bold leadership."

THE ANDERSONS HAS DEVOTED 10 YEARS TO  
DEVELOPING AND REFINING OUR TEE-TIME  
PROFESSIONAL TURF-CARE PRODUCTS.

# Because the job demands success.

Distributed By :  
Lawn Equipment Corporation  
Novi, Michigan 48050  
(313) 348-8110

Sales Representative:  
Doug Masters  
Ohio: 800 472-3220  
Outside Ohio: 800 537-3370

the professional's  
partner

**The  
Andersons**

Lawn Fertilizer Division  
P.O. Box 119  
Maumee, Ohio 43537

Ohio – 800 472-3220  
Outside Ohio –  
800 537-3370

# 6 ANSWERS TO QUESTIONS WE NEVER THOUGHT YOU'D ASK (BUT DECIDED TO ANSWER ANYWAY)

**1** Yes, GCSAA can help you become a better superintendent. One way it does this is through educational seminars and conference sessions it sponsors each year to help you become better informed about turfgrass diseases, pesticides, landscaping and management practices.

**2** Yes, GCSAA is helping to further the advancement of the turfgrass industry. Through the GCSAA Scholarship & Research Fund, Inc., GCSAA provided more than \$13,500 last year in research grants to leading turfgrass programs. GCSAA also provides educational opportunities to turfgrass students through annual turfgrass scholarships.

**4** Yes, GCSAA offers recognition for superintendents. Through its public relations efforts, its magazine, and its award programs, GCSAA helps promote the image and the professionalism of the superintendent. GCSAA also provides information to superintendents about how they can use public relations to promote their own image to their course, their community and their association.

**3** Yes, GCSAA provides a meeting ground for superintendents. Each year, GCSAA sponsors an annual conference and show for its members. Last year more than 6,500 educators, industry representatives and members from all over the world attended. GCSAA's executive committee decided at its last board meeting that the conference experience is so valuable that first-year members should be encouraged to attend by being given free admission.

**5** Yes, GCSAA provides each member with a life insurance program. Supplemental insurance, disability and pension programs also are available.

**6** No, GCSAA can't help you with your golf handicap. You'll have to work on that yourself.



## GCSAA

The association that offers you  
more than just a name.

1617 ST. ANDREWS DRIVE • LAWRENCE, KANSAS 66044  
913 / 841-2240



## Supervision, Cont.

goals, the good supervisor realizes that human relations and company requirements are interwoven to the point that they are inseparable.

Instilling in employees the will to work accomplishes several things. It promotes greater production or output, less downtime, less turnover, greater profits, and less absenteeism, and points one out as a better supervisor than the guy who is unaware of how to use this tool effectively.

The job of supervising has changed considerably over the years; the ideas and techniques that provided results several years ago no longer are valid. Industry used to look on dogmatic attitudes in supervisors as some sort of badge of merit. This is no longer the case.

To the supervisor who considers himself the "bull of the woods" I can only say that the day of treat-'em-rough-and-tell-'em-nothing is gone from the industry. These dogmatic attitudes are the mark of a supervisor headed toward failure. Failure not only for himself but for the company he represents

as well.

## Motivation Factors

There are many theories on how a supervisor can achieve results. But theories do not produce results unless put into practice. It is the practical application of many theories during recent years that has led to the discovery of some concrete dos and don'ts of dealing with people and some effective motivational techniques.

Motivation has to take place before a supervisor gets the chance to apply the dos and don'ts. Following are some of the factors which have proved to motivate people toward performing a better job:

- 1) proper training;
- 2) correct instructions;
- 3) positive attitudes;
- 4) a supervisor who works for the interest of his employees;
- 5) leadership that is dependable;
- 6) good working conditions;
- 7) a supervisor who works with his employees — who is a leader, not a boss.

*Continued on Next Page*

**Keep  
this card  
handy.  
It could  
save you  
time  
and  
money.**





## TURF SUPPLIES INC.

6900 Pardee Rd., Taylor, Michigan  
(313) 291-1200

DON'T EVEN THINK  
OF BUYING . . . . .

GRASS SEED  
FERTILIZERS  
FUNGICIDES

WITHOUT CALLING

**291-1200**

## TURF SUPPLIES INC.

6900 Pardee Rd., Taylor, Michigan  
(313) 291-1200

If you have changed your address,  
please let us know so we can keep  
our addressing plates up to date.

### Present Address:

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

### Fill In New Address:

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

Mail this form to:

### A PATCH OF GREEN

31823 Utica Road  
Fraser, Michigan 48026

### Supervision, Cont.

#### Dos and Don'ts

So much for motivating factors. Now, what are some of the dos and don'ts a supervisor should be constantly aware of?

- 1) Don't humiliate or belittle a subordinate.
- 2) Don't publicly reprimand or threaten an employee.
- 3) Don't lose your temper.
- 4) Don't show favoritism.
- 5) Don't show up employees for personal gain.
- 7) Don't delay in making decisions.
- 8) Don't be unavailable to subordinates.
- 9) Don't reduce personal standards.
- 10) Don't fail to promote growth of subordinates.
- 11) Don't permit cliques, rumors, and gossip to flourish.

These are only a few of the don'ts, but they are the most important.

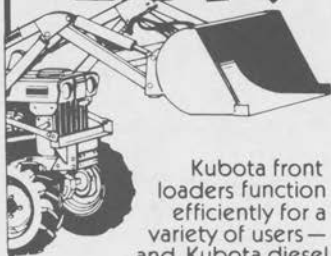
The dos are actually very easy. Just treat people in the same way you would want to be treated.

- 1) Set achievable goals.
- 2) Inform employees what is expected of them.
- 3) Be consistent.
- 4) Let people know where they stand through job appraisals and personal contact.
- 5) Give praise for a job well done.
- 6) Be aware of your own prejudices.
- 7) Always be tactful.
- 8) Demonstrate confidence.
- 9) Encourage ingenuity.
- 10) Recognize each individual as a person.
- 11) Delegate responsibility.

As before, these are the most important of the things that should be practiced by the supervisor. Together, the dos and don'ts, if carefully studied, make an impressive list.

To the potential supervisor: think about these responsibilities and make about these responsibilities and the dos and don'ts. The next time you are about to confront your supervisor with a problem, analyze it yourself first—see if you measure up to the task of supervising.

# LIFT!



Kubota front loaders function efficiently for a variety of users — and Kubota diesel tractors keep the job going strong.

AS LOW AS **\$1170.**

**A FULL LINE OF  
MID-RANGE DIESEL  
TRACTORS AND IMPLEMENTS**



Test drive a Kubota Diesel Tractor now at:

**WM. F. SELL & SON, INC.**

16555 TELEGRAPH ROAD  
TAYLOR, MICHIGAN 48180  
Telephone: 313/282-5100

## GRASS DOES NOT LIVE BY NITROGEN ALONE!

OR PHOSPHATE

OR POTASH



Yes, it takes a balance of all nutrients to grow good turf. Country Club products provide total nutrient feeding. Look to Country Club for all your fertilizer and combination fertilizer-pesticide products. You can rely on Country Club turf products for satisfaction and results.

For more information, call 1-800-637-2101 (217-446-0983 in Illinois)

**LEBANON CHEMICAL CORPORATION**

P.O. Box 647  
Danville, IL 61832

P.O. Box 180  
Lebanon, PA 17042

## WHY INSIST THAT ENGINEERS SEAL PLANS?

They must stamp with their seal a plans, drawings and specification prepared by them, or prepared under their supervision.

The following are some of the reasons for the above requirement.

### AN ENGINEER SEAL ON PLANS.

1. ... is a symbol of competency, for to use such a seal a man must be qualified through examination and registration.
2. ... pinpoints responsibility and tell the client who actually was responsible for the design.
3. ... gives stability, quality and authority to plans and drawings.
4. ... seeks to protect public health, safety and welfare.
5. ... provides legal record, long after the project is completed one can look back at original plans and determine the person responsible.
6. ... makes it difficult for unregistered persons to falsely claim engineering capability.
7. ... establishes a criteria, for persons without seals have probably not passed their registration examination.
8. ... lends dignity to the engineering profession.

*Charles E. (Scotty) Stewart P.E.  
Credit Bull Sheet*

PEOPLE. . . are like stained glass windows that sparkle and shine when the sun is out, but in the darkness true beauty is revealed only if there is a light within.

THE VISITOR. . . paid his green fees, fixed up a match, and went out to the first tee. Taking his stance, he gave a wild swing, and missed completely. "By Jove!" he said to his opponent, "it's a good thing I found out early in the game that this course is at least two inches lower than the one I usually play on."

# TREE CLEARANCE



OVER 2,000 SPECIMEN TREES!

2½ - 3" B & B/28"	\$122.00
3 - 3½" B & B/32"	142.00
3½ - 4" B & B/36"	162.00
4 - 4½" B & B/40"	193.00
4½ - 5" B & B/50"	233.00

Delivery & Planting available  
20 varieties to choose from  
Hundreds of Pine & Spruce  
Contract tree digging by machine  
or hand dug - ANY size tree  
References available upon request



**TREE SUPPLY &  
TRANSPLANTING**  
"Visit our 5 acre farm"  
**528-0440**

4210 ROCHESTER RD. • TROY • 1 BLOCK N. of WATTLES

## Tire Wholesalers Company, Inc.

19240 West Eight Mile Southfield, Mich. 48075  
(1/2 Mile West of Southfield Road)

Phone: (313) 354-5644

**MICHELIN**

**TRUCK-CAR  
TRAILER  
MOTORCYCLE  
INDUSTRIAL  
TIRES**

**jw**



**GOOD YEAR**

WHOLESALE PRICES TO COMMERCIAL ACCOUNTS

"For Land's Sake 'Use Peat'"



**OXFORD PEAT CO.**

1430 E. Drahn Rd.  
Oxford, Michigan 48051

**PROCESSED PEAT**  
Bulk or Bag  
Custom Blending

FRED LATTA

313/628-5991

## Spring Diseases, Cont.

In cool, wet weather these bleached, brown patches of matted grass may be covered with dense, slimy whitish-pink mycelium.

Usually only leaves are attacked, but the fungus can kill crown and roots. When the disease doesn't kill grass, it can cause damage that takes a long time to recover. Weeds and annual bluegrass often develop in the weakened patches. Other diseases follow in these areas during the rest of the growing season.

If you have Fusarium patch consider using a fungicide during the spring, because the disease stays active as long as conditions stay cool and wet.

Helminthosporium leafspots, crowns and root rots are among the most common, most destructive turfgrass diseases. All turfgrasses can be infected by one of more Helminthosporium fungi.

The most common of these diseases are the leafspot and crown rot diseases of bluegrasses. Most conspicuous is the leafspot, but this stage is of little consequence. Most damage occurs as the crown and root rot phase phase begins to thin strands, allowing weed invasion, especially from crabgrass.

The disease occurs during cool, moist spring weather when the fungus produces reddish-brown to purplish-black spots on Kentucky bluegrass leaves and stems.

Leaves shrivel and stems, crowns, rhizomes and roots discolor and rot, causing a condition known as melting-out. In warm, relatively dry summer months the fungus is limited mostly to crowns and roots.

Several of the new, low-growing Kentucky bluegrasses are resistant to the leafspot, crown and root phases of the leafspot, crown, and root rot phases of melting-out. When possible, use blends of new, improved Kentucky bluegrasses.

In bentgrasses, the disease occurs differently. In general, Helminthosporium problems on bentgrasses occur anytime from early spring to late summer and fall. But the worst damage often occurs with early-season infection.

*Continued on Next Page*

### Spring Diseases, Cont.

If infection spreads in the spring, the problem lasts all summer with severe midsummer losses.

To aid control, avoid early spring lushness in foliar growth. Few areas need the high levels of early spring nitrogen which bring lush growth.

Close examination of turfgrasses is essential. People often don't find the problem until the crown and root rot phase is in full swing and the turf is changing from green to brown. No control can help then.

Helminthosporium leafspot infection diseases can be controlled by fungicides. The best control comes from preventive applications. Begin applications in early spring and continue until warm weather develops. Once the pathogen infects the crown and roots, fungicides are ineffective.

You can aid recovery by opening areas around the crowns of diseased plants with a vertical mower or by hand raking. Mowing at maximum possible height also helps.

### GCSAA NEWS IN BRIEF

\*Proceedings of the 52nd International Conference and Show will be available on the following basis: One copy free to each member if requested before March 31, 1981; additional copies to members \$3.00 each; non-member copies \$10.00 each. The order forms will be available at the GCSAA Membership Booth in Anaheim and in the January/February issue of Golf Course Management.

### THOUGHT FOR THE MONTH

One salesgirl in a candy store always had customers lined up waiting while other salesgirls stood around with nothing to do. The owner of the store noted her popularity and asked for her secret. "It's easy," she said. "The other girls scoop up more than a pound of candy and then start taking away. I always scoop up less than a pound and then add to it."

*-Bits & Pieces"*



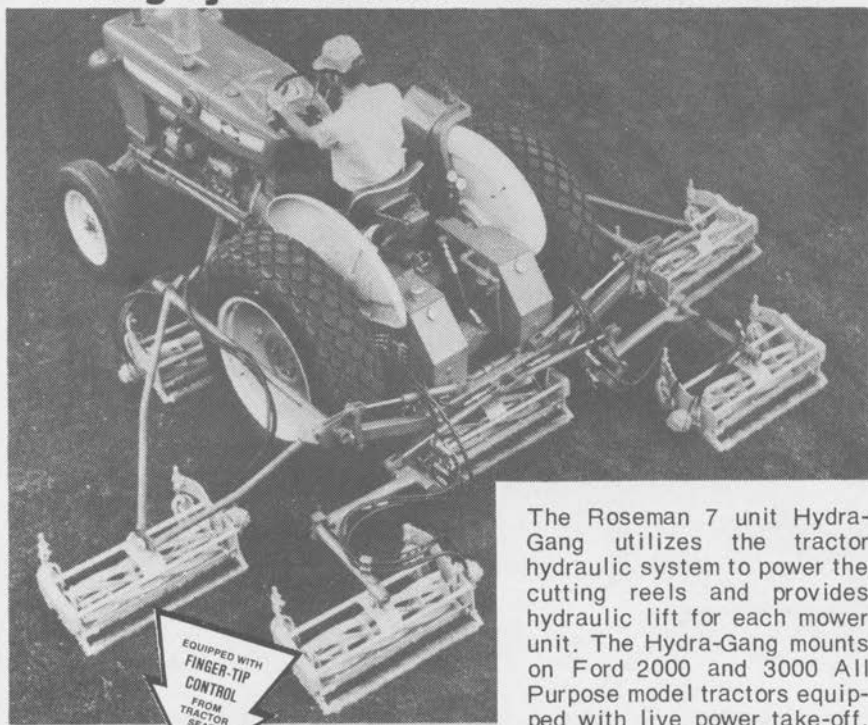
*"Give up this madness and come home, John . . . The ball is frozen to the putter."*



# ROSEMAN HYDRA-GANG



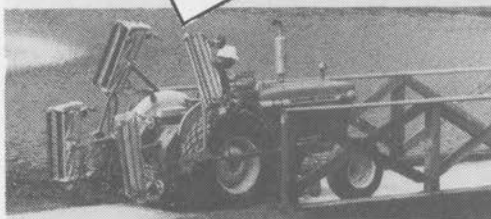
## 7-Gang Hydraulic Power Driven Reel Mower



The Roseman 7 unit Hydra-Gang utilizes the tractor hydraulic system to power the cutting reels and provides hydraulic lift for each mower unit. The Hydra-Gang mounts on Ford 2000 and 3000 All Purpose model tractors equipped with live power take-off.

Drive power for reels taken directly from the tractor engine eliminates need for excessive draw bar pull and minimum weight for traction.

Individual mower units follow ground contour with unlimited flexibility without scalping.



All mowers are quickly raised to 8' transport width from operator's seat.



Sold and Serviced by

### LAWN EQUIPMENT CORPORATION

46845 W. 12 MILE ROAD NOVI, MICH. 48050

P.O. BOX 500 (313) 348-8110



## The E-Z-GO Maintenance Machine.

The E-Z-GO GT-7 Truck is a vital part of any efficient maintenance system.

The GT-7 is engineered for versatility and durability.

Its all-steel construction takes on the tough jobs longer.

# E-Z-GO

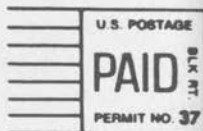
## TEXTRON

Call Now For A Demonstration And Price Quotation

**W. F. Miller** Garden & Lawn  
Equipment Company

1593 S. WOODWARD AVE. BIRMINGHAM, MICHIGAN 48011  
TELEPHONE: (313) 647-7700

"A Patch of Green"  
31823 UTICA ROAD  
FRASER, MICHIGAN 48026



MICHIGAN STATE UNIVERSITY  
LIBRARY - SERIALS  
EAST LANSING, MICH. 48823