

# UNITED STATES GOLF ASSOCIATION

## GREEN SECTION

### WESTERN OFFICE



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## • Western Turfletter •

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### GETTING YOUR MONEY'S WORTH

About the only tool or piece of equipment one can afford to buy these days and then not use, is a fire extinguisher. Few professional turfmen would think of buying a tractor (or any other useful tool) and just put it aside and not use it all year.

When your club subscribed to the Green Section's Regional Turf Service (RTS) program, it bought an interest in maintaining a golfing turfgrass advisory office in your region. Potentially, this office can be your most valuable turf maintenance tool. But, like any other tool, it must be used if you are to benefit most. The more you use it, the more valuable it will become to you. Let's look at this program and see how you may use it more effectively: How you may get more than your money's worth.

#### The Visit:

"Think Through - Then Follow Through" is good advice, whether applied to life, golf, checkers or turf. An important way to use your RTS visit is as an aid to the "Thinking Through" process. One superintendent has called the visit "the best way I know of to keep my thinking on the right track." Of course all of the discussions, suggestions and recommendations in the world are worthless unless they are actually put to use. If you never try a new idea, you'll never know if it had value. The RTS visit can greatly help with the "Thinking Through," the "Follow Through" must be up to you.

We believe every professional Golf Course Superintendent should have a definite program of turf improvement outlined for his course. If you have reached the point where no further improvement is possible ----- read no further. Chances are, however, you're with most of us who are still struggling down the road toward the millennium of trouble free turf. In this struggle, nothing can be more defeating to you as a superintendent or to your golf course's future than by repeating "Last Year's Maintenance Program." No one makes progress - either professionally or economically - by standing still.

Try a new approach in 1958: try different fertilization techniques; try raising the yearly nitrogen level; try light but frequent nitrogen summer feeding of greens; try new watering methods; try some of the better bentgrasses and bermudas; try iron applications for chlorosis; try lowering phosphorous levels on your greens. Try a new approach and use your RTS visit in planning and discussing the new approach. We believe it will work!



The visit is intended to be a consultation, not an inspection. One way of getting more out of each visit is by jotting down a list of questions on problems that, from time to time, have presented themselves. Such a list does not mean that you do not have the answers. It does mean that you are taking full advantage of us. Each year new scientific information supplants or supplements the old; new methods and new practices should be adopted. Perhaps research has uncovered new information on the very problem that faced you. Keeping up to date on research is also part of the RTS visit.

Visits cost money! They can be a valuable tool and should be used for all they are worth. They are the backbone of Regional Turf Service.

#### The Report:

Long have we wondered how often the 'Report of the Visit' is read. Actually, the report is important and can act as a permanent historical record of the problems and progress your course has made. Many times a Report has strengthened the hand of the Superintendent or Green Chairman when he went before the Board. In the Report you have the opinion of an authoritative, impartial, scientific agency that is constantly at work, solely in the interest of better golfing turf.

#### Research:

If "The Visit" is the backbone of RTS, then "Research" is the heart. Behind the program of direct visits to USGA courses stands Research. Knowledge flows from it unendingly. This year the Green Section is dispersing its own and National Golf Foundation funds for \$16,000. for turf research. This money will support studies on carbohydrate nutrition of bentgrass, soil mixtures, goose grass control, nematode studies, bentgrass selections and evaluations, non-stoloniferous bent strains for fairway use and many general turf support programs.

In the west, Dr. C. J. Gould, Western Washington Experiment Station received a \$1000. grant for support of a disease control study with emphasis on Snowmold. A \$500. grant was placed with U.C.L.A. under Dr. V. Youngner, for continuation of cool season - warm season grass combination studies.

#### In Sum:

Each Regional Office is your storehouse of knowledge, gathered through years of research and practical experience. It is constantly being improved and continually ready to work for you. It is a part of an integrated national team of men and information that is ready to serve the golfing turf interest at all times. You own a share of RTS -- use it. The more you do, the more valuable it will become to you -- and to golf.

#### S O I L S - THE 1957 USDA YEARBOOK NOW AVAILABLE

Here is an important book for every professional Golf Course Superintendent. The 1957 USDA Yearbook "Soils" contains fundamental information essential to turf managers. With 88 Chapters written by 142 scientists, it should be high on your winter reading list. ----- Free copies may be available through your Congressman or Senator. Copies may also be purchased from the Superintendent of Documents, Government Printing Office, Washington 25, D.C. for \$2.25.

ARE YOU A GOOD BOSS? - (A Continuation - Part II)

The Reprimand:

Employers are either too meek and mild in dealing with their workers, or they tend to be too hard and severe. The reprimand, when wisely used, is an important part of leadership. Do not hesitate to use it --- and when you do, use it constructively.

Do Not Act in Anger:

Be sure it is worth your time and effort to issue a reprimand. If it isn't, skip it. Do not act in anger nor store your resentment over a long period of time. Correct each offense as it comes. If a worker makes a mistake through ignorance, the situation calls for training, not a reprimand.

Begin Reprimand with a Question:

No matter how sure you are of a worker's guilt, you lose nothing by opening your remarks with a question. This gives him a chance to tell his story. He might be able to change your mind. If not, the door is still open for the reprimand if the worker has it coming to him.

Compare Work with a Standard:

No two persons are alike, nor can they be handled the same. But in general, people don't mind their work being compared with a standard of performance, because it is impersonal. They do object to being compared to another employee (who has his faults, too). Such comparisons only open the door to a lot of excuses and alibis. Such a reprimand fails in its purpose, for it does not make the worker mend his ways.

Criticize Methods - Not Intentions:

Practically everybody has good intentions. Most persons don't mind methods being criticized, but they do not want their intentions questioned. It is bad to imply that a man is not loyal.

Reprimand before others only when the worker is openly violating an important rule. You must show the others that such actions will not be tolerated. If you fail to do this, you are forever licked.

After Reprimand - Forget It:

If the worker understands the reprimand, you have gained your point. Hold no grudge. Tell him you are going to forget it, and start again with a clean slate. Be big enough to forget and make it a point to commend him on something in the next few days.

Workers do not mind strict discipline as much as inconsistent discipline. Don't let a worker get away with something today and then "jump down his throat" for the same thing tomorrow. Never let your orders be forgotten. After you have assigned a job, check and see that it is being done properly.

Next Issue: - A look at some of the qualities of leadership and how they can help you do a better job.

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"We get just what we deserve" is one of the most difficult of life's lessons to learn: - and it is one most people never learn.

Anonymous



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