



Intermountain Golf Course Superintendents Association

Summer 2016



Talons Cove Golf Course

2016 Annual Education Conference & Trade Show

The IGCSA and event sponsor, Turf Equipment and Irrigation, are proud to bring you the 2016 Annual Education Conference and Trade Show in Wendover, Nevada, on October 5-6th.

This year's event will have a wonderful lineup of education:

Erik Ervin, Ph.D.: *Assistant Dean, Office of Academic Programs, Professor of Turfgrass Culture & Physiology at Virginia Tech*

Erik will share his knowledge and expertise on PGRs and biostimulants for putting greens and organic matter dilution programs.

Anthony Williams, CGCS: *Certified Life Coach, 9th Degree Black Belt, Environmental Editor for Golfdom Magazine*

Anthony will offer his experiences as a superintendent and provide tools to balance work and life goals to make you successful.

Adam Van Dyke, MS, CPAg: *Professional Turfgrass Solutions*

Adam will discuss his research findings on improving annual bluegrass seedhead suppression with winter applications of PGRs.

In addition to the great education, we will have our golf outing at Toana Vista and trade show with hors d'oeuvres, a buffet dinner and an award ceremony. Make sure you stick around for all the fun drawings, vendor prizes and deals!!

For those that register for a package deal will receive an IGCSA logo'd RTIC tumbler!

Flyers and registration forms have been mailed out to the address on file. You can also access them on igcsa.org.

We look forward to you joining us at this great event!



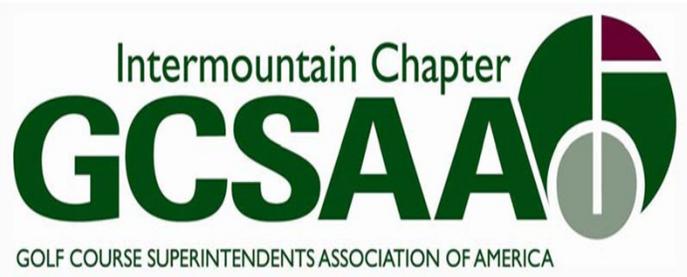
Upcoming Events:

October 5-6, 2016

Annual Education Conference & Trade Show, Wendover, NV

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If you have an article or story you’d like included in the next Green’s Examiner edition, send it to intermountaingcsa@gmail.com. We’re always looking for material!

President's Message



This past June, members of our IGCSA board met together for a strategic planning session to take an in depth look at our association and how we might make improvements for all of our members. We were honored to have two strapping lads from GCSAA here to lead the discussion; Mr. David Phipps, our Regional Representative that we all know and love; as well as Mr. Steve Randall, Associate Director.

During our meeting we discussed the following bullet points:

- Develop a mission and vision statement.
- Identify the constituents it serves.
- Complete an environmental scan to identify strengths, challenges, opportunities and risks to the chapter.
- Discuss future goals and objectives, and then select two to three specific goals and objectives to be completed in the coming year.
- Develop strategies and assign specific tasks to committees to help achieve those goals and objectives.
- Learn how to involve all members in successfully launching and completing the strategic plan.
- Use tools to ensure that the plan evolves and continues to meet the needs of the membership as the association's priorities and goals change.

I will try to give a brief synopsis of a few of these items.

First, the board executed a SCOR analysis which examines the chapter's strengths, challenges, opportunities and threats. It was a great opportunity to "take a look in the mirror" and identify what we feel we are doing correctly and what we need to improve on.

Hopefully, you will agree that some of the strengths of our association are financial stability, a fantastic Chapter Executive in Natalie Barker and a wonderful group of sponsors that provide a great support to our association.

The board feels that some of our challenges include adding value for our members, engaging our members and providing appropriate lines of communication with our board members.

Some of the opportunities that we would like to take are to show more appreciation to our vendors, have more "wow" education and to provide better member outreach.

Next, we took a look at our current Mission Statement which reads, **"The IGCSA is dedicated to improving the superintendents' position in the golf industry through education, networking, advocacy and helping to ensure the future of golf."** After examining our mission statement we determined that we would leave it as it is.

Regarding the vision of our chapter, we determined that there are three areas of focus. First, we would like our chapter to be a regional leader. Second, we want to be the go-to source for answers regarding the golf course management profession. Lastly, we are blessed with an abundance of educated and experienced members that allow us to have an awesome peer to peer network. From this information we propose the following vision statement. **"The Intermountain GCSA is viewed as the regional leader in golf course management and a go-to information source for members to enhance the profession."**

From here we moved into a goal setting and action item portion of our meeting. We were able to begin the process of making the S.M.A.R.T. goals that we feel will help our members to receive better education, show our vendors more appreciation and to set our association up for greater success in the future.

Overall, this was a long but extremely helpful and needed meeting. I again want to thank David Phipps and Steve Randall for making the trip to Utah to give us direction and their input. I also want to thank all of the board members for giving up time from their clubs and courses to assist the IGCSA and all of our members.

Also, a big thanks to all that attended the Chapter Championship at Hobble Creek. Huge thanks to Troy and his staff at Greensource for sponsoring this event and Chris Jensen and his staff for hosting this event!! Congrats to John Hansgen for taking home the trophy. I hope to see you all on October 5th and 6th at our Annual Conference in Wendover.

Sincerely,

Brian Cloud

Cedar Hills Golf Course / President IGCSA

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GCSAA/Golf Digest Environmental Leaders in Golf Awards

Presented by GCSAA and *Golf Digest* in partnership with Syngenta and Rain Bird, the Environmental Leaders in Golf Awards recognize golf course superintendents and golf courses around the world for their commitment to environmental stewardship.

Applications for the 2016 ELGAs are due by:
September 30, 2016

http://www.gcsaa.org/community/awards/environmental-leaders-in-golf-awards?utm_source=Informz&utm_medium=email&utm_campaign=Email+from+Informz

The advertisement for CPS Crop Production Services features a background image of a lush green golf course under a blue sky with white clouds. In the foreground, a circular logo with the letters "CPS" is visible on the grass. The text "Crop Production Services" is written in a large, bold, green font. To the right of this text is a circular logo with "CPS" inside. Below the main text, a dark green banner contains the words "PROFESSIONAL PRODUCTS" in white. Further down, a white box contains the text: "Serving the Golf Course Industry with Professionals Who Have the Expertise and Products You Need to Succeed in Today's Competitive Market". Below this, a list of product categories is shown: "ADJUVANTS", "TURF FERTILIZERS", "PLANT PROTECTION PRODUCTS", and "SOIL SURFACTANTS". At the bottom, contact information is provided: "For more information please contact Daryl Dinkel Daryl.Dinkel@cpsagu.com • Phone: (970) 672-6240".

Chapter Executive's Corner

Natalie Barker

Hi Everyone! Hope you've all had a wonderful summer. I know I've been busy and ready for the kids to go back to school. I can feel fall in the air and it makes me HAPPY! Here are a few reminders and items of interest. I hope to see you all in October at the Annual Meeting!

- Housing for GIS 2017 Orlando opens **September 28th**
- Application for the 2017 Melrose Leadership Academy are open through **September 15th, 2016**. The Melrose Leadership Academy supports the professional development of GCSAA member superintendents by providing individuals the opportunity to attend the Golf Industry Show. The program is set up to provide up to 20 scholarships every year. The academy is open to applicants who meet the following eligibility requirements: <http://www.eifg.org/education/melrose-leadership-academy>
- We are always looking for golf courses and venues to hold our meetings and events at. If your course is willing to work within our budget and time frame contact me!

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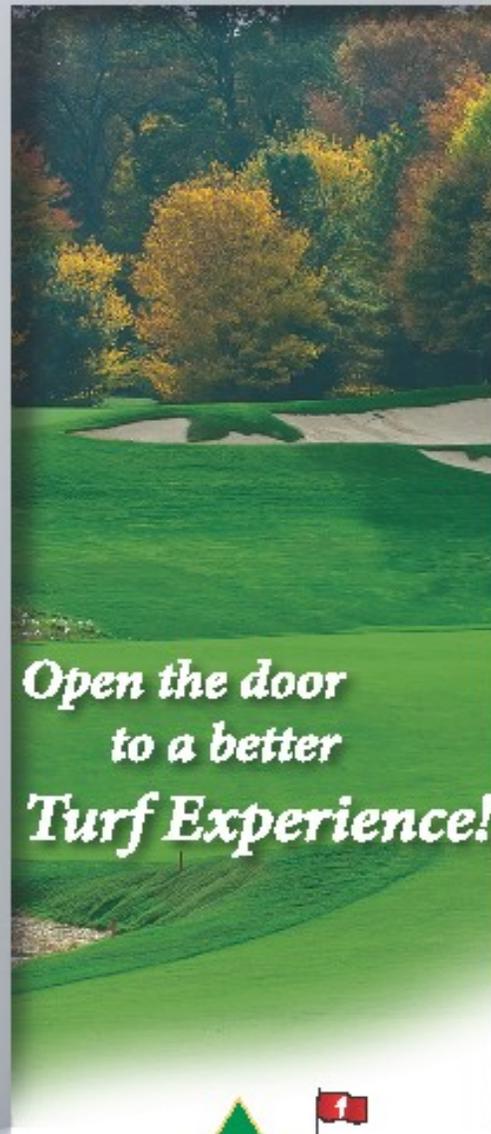
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Happy Workers = Hard Workers

Alan Davis, Superintendent, Glenwild Golf Club

First off, let me address that the following article is not of the mindset of letting “the inmates run the asylum.” There are certain people that will take advantage of any freedom given and run with it. These are not the individuals I am addressing, rather the other 95% that will appreciate being valued and respected. The typical ways of showing gratitude to employees such as raises and having regular crew appreciation events are very valid and do need to be in place. Keeping the crew happy in between these events is where the challenge of being a successful manager lies.

It may be a simple concept that is often overlooked. Regularly consult your crew for their opinions and ideas. You could draw up plans with the best of intentions, but still ask your guys how they feel improvements could be made. They are the ones executing the plan and see it in real time, so their input is invaluable. This year alone by asking the opinions of our crew members we have changed routings, reduced the amount of people on a given task, and combined jobs that were once separate. This is all a result of feedback from our crew. We make a point to stop on a regular basis and ask how things are going. Let me provide a couple examples...

Our 2 rough mowers work as a tandem, but one is slightly faster than the other due to the area he maintains on a given hole. The rough mower that is responsible for the larger area suggested that the faster mower move our cart posts, mow under them, and then replace them. Sounds trivial, but saved on average 10 minutes per hole, or 3 hours over 18 holes. This is the difference that allows our rough mowers to complete two circuits of the rough per week as our growth requires.

Another example is how many guys we allocate to mow tees. After a few weeks of trying 4 mowers instead of 3, I noticed a trend of the guys actually finishing later as a crew of 4. After asking the guys what they thought was going on, I got a shockingly honest answer. They felt they were moving slower because they had less to do. When they had 6 holes in front of them, they had to move quickly or get caught by play.

If you ask, guys will have an opinion on almost everything. Some will work, some won't, but I think the most important part is that their opinion is valued. If their idea won't work on your property, take a minute and explain why. Taking a few minutes out of your day will go a long way.

Someone gave me a piece of advice a long time ago, if it's negative close the door, if it's positive open it. Sometimes frustrations boil over at an inopportune moment, and our emotions get the best of us. If a situation arises where discipline is necessary, react with a cool head. Arrange a meeting later in the day when you've had time to think the situation through and have a clear

Continued on page 13



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2016 Educational Scholarship Recipients

Chad Severtson

Assistant Superintendent, Red Ledges



I would like to thank the IGCSA for awarding me the 2016 educational scholarship. I am very grateful for the help and support I have received from the organization. Over the past year since winning this scholarship in 2015, I have continued on my path to complete my second bachelors degree taking classes through Utah State University in the Plant Science department. The last year and a half has

been very busy for me with continuing my education as well as completing the grow-in of the new Golf Park at Red Ledges. I have had the opportunity to learn an incredible amount both through traditional education at USU and completing my first grow-in as Superintendent. I look forward to continuing to be active in the IGCSA and to meet more of our members.

Aubrey Roth



I am currently attending Utah Valley University studying for a Bachelor's of Science with an emphasis in Ballroom Dance. I have been dancing for six years and golfing for the last twelve. In my free time I also enjoy theatre, music, and drawing.

My parents are Brian and Chennelle Roth and I have two younger siblings. We golf, play and laugh together. I could not ask for a better support system. My parents have always encouraged my siblings and I to pursue our interests and helped us to try new things.

Recently I participated in the Miss Tooele City program and am an attendant to this year's Miss Tooele. My family has been exceptionally supportive of me in this journey. To "pay it forward" my dad and other Miss Tooele city members participated in a fundraiser golf tournament for our community. I love that I am able to combine my passions and serve those around me, with my family by my side.

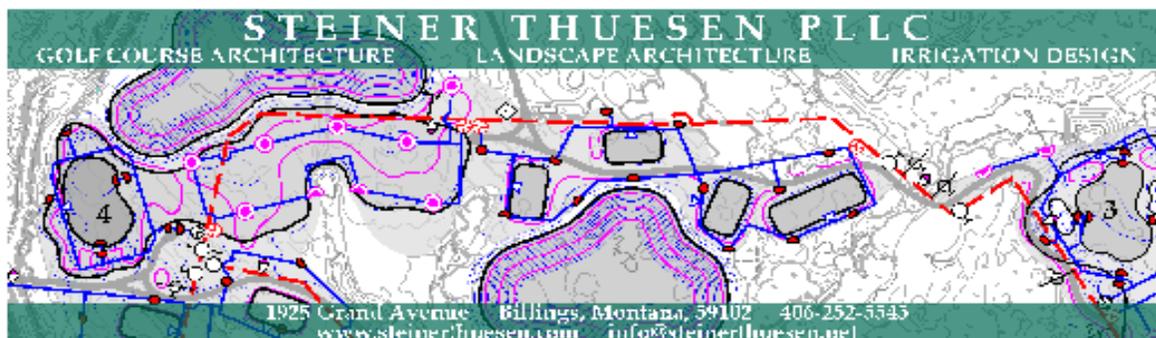
Happy Workers = Hard Workers

Continued from page 10

plan of how to handle it. Make sure to end the conversation with suggestions of how to prevent the act from reoccurring. Be clear on the consequences. You may find that although the conversation is about a negative subject, both you and the crew member come out with a better understanding of each other. I have always been a proponent of being very transparent of how discipline will progress should certain violations occur. Though discipline is definitely a part of managing a large crew of mostly seasonal workers, we need to make sure we are doing it in the proper fashion. Though discipline itself is negative by design, it doesn't mean that positivity can't grow from it.

Give individuals incentive to be at work on time. Give them incentive to finish a task on time. Sometimes monotony can creep in when you repeat the same tasks day in, day out as we do. Offer to cross train individuals on different tasks. Challenge individuals that are good employees with a willingness to learn. Some of your crew may surprise you.

I'm fairly certain I could go on for days on this subject as I am very passionate about it. I have seen both sides of the coin, a well trained positive crew and the opposite. I don't have to spend any words telling you which one produced a better product. Negativity spreads like a virus, positivity takes a bit more work. Routinely recognize good work in morning meetings. Give out pats on the back as you're making your way around the course. Take time to get to know your employees and what their interests are outside of work. We have arguably the best office of any job out there. Get your crew to see that, and watch what happens. If I had to sum it up in a sentence, give them a reason to WANT TO come to work.





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5th Annual IGCSA Chapter Championship

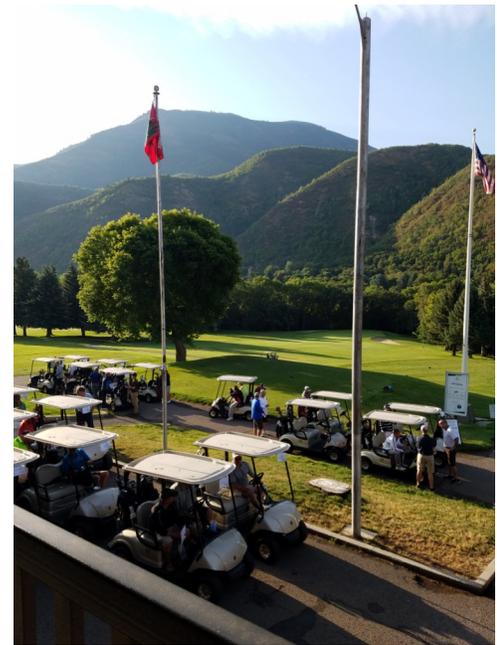
August 4th, 2016

Hobble Creek Golf Course

*To be a great champion, you must believe you are the best.
If you're not, pretend you are. - Muhammad Ali*



2016 Chapter Champion—John Hansgen (middle) with Troy Johnson & Eric Allred of Green Source



Hobble Creek Superintendent, Chris Jensen talking to members about his upcoming retirement



Members listening to Randy Rider of Syngenta discuss fungus diseases of the Wasatch Front





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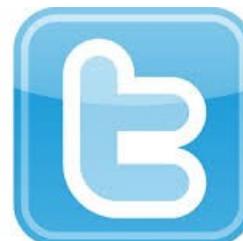

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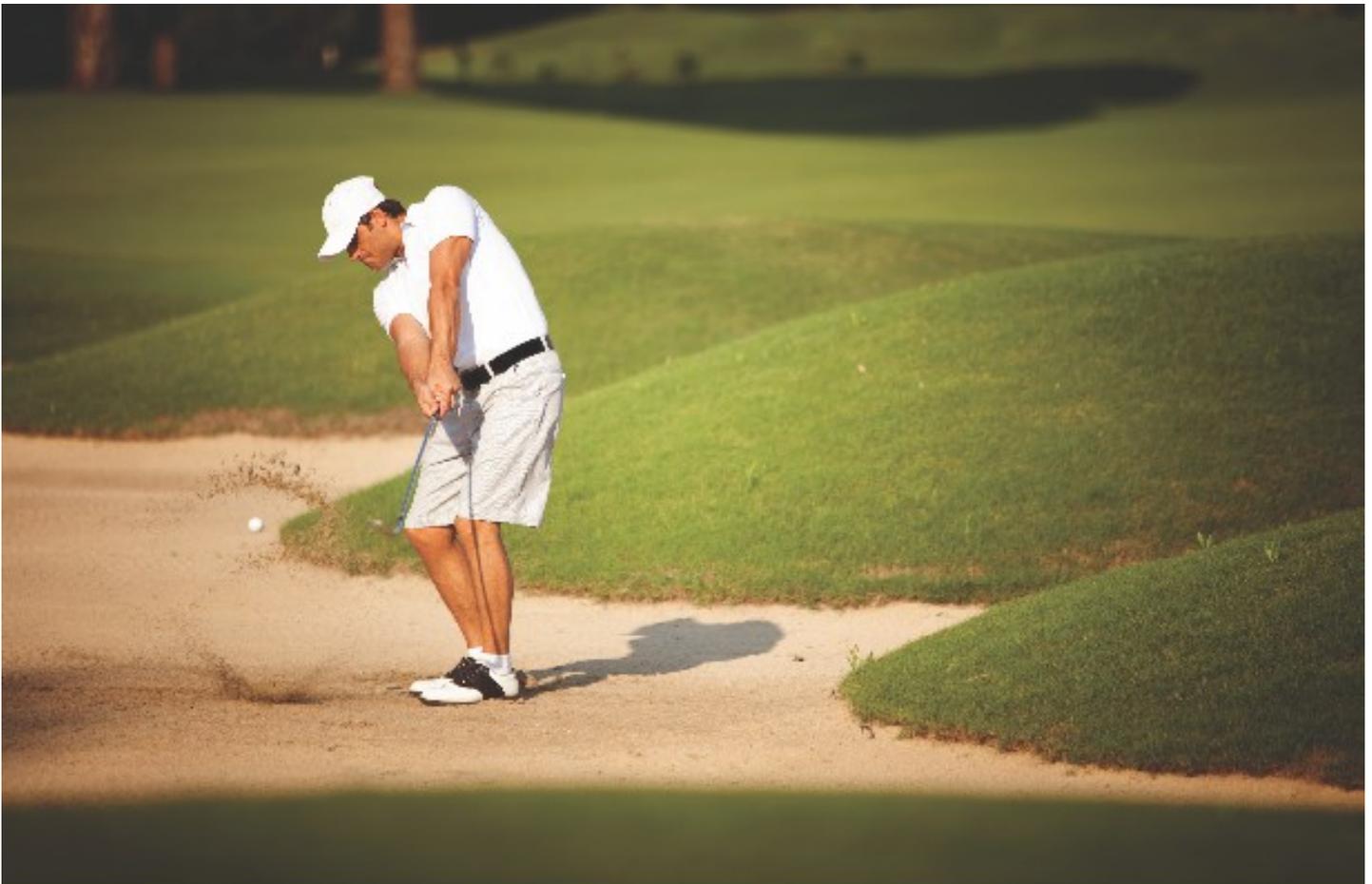
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