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*Golf Course
Superintendent*

PHILOSOPHY

MANAGEMENT STYLE

- » Lead by example in all areas.
- » Develop a strong and structured staff to improve their knowledge of techniques and training. This enables internal promotions when assistants and staff move on.
- » Maintaining championship conditions on a daily basis while staying within budget.
- » Utilize strong communication as a tool to educate staff, members and guests.

AGRONOMIC PRINCIPLES

Agronomic principals can be broken down into the following categories:

Seasonal Cultural Practices

- » Aerification practices should be performed at least twice a year to greens, approaches, fairways and tees to reduce compaction, remove thatch and to promote gas exchange.

Seasonal Agronomic Practices

- » Top dressing should be performed at least monthly during the growing season to match the rate of growth. This reduces thatch and adds firmness to the playing surface.
- » Soil testing every year is vital to understanding the soil structure and the ability to add soil amendments and improvements to the fertilizer program.
- » Spray Program which includes fertilizer, fungicides, PGR'S and IPM to reduce diseases and improve plant health.

Daily Maintenance Practices

- » Proper Water management is vital for plant health with the use of hand-watering (Syringing) to supplement the irrigation system on localized dry spots.
- » Moving and rolling techniques are the daily practices which play a huge part in the daily condition and incorrect techniques can harm the turf or the operator.
- » Reducing mechanical stresses by limiting the damage on the turf by the equipment. (Hand-mowing instead of using a heavier mower, wide turns to reduce wear from sharp aggressive turns, cutting during cooler temperatures reduces the stress on the plant).

- » Bunker maintenance is important even though a bunker is a hazard, it still needs to be maintained daily and the playability needs to be consistent.
- » Continuing to educate and train staff helps keep everyone safe and helps with staff morale and motivation.
- » Managing wear on the course is vital to managing turf on all areas of the course, this is where cart direction signs and ropes play a huge part in spreading out the wear.
- » Communication within the staff is needed in achieving the goals for the day. Updating members and guests through various methods help their understanding of the course.

Written Practices

- » Managing the budget so it's possible to provide championship conditions daily.
- » Staff Structure – Assistant Superintendent(s), Spray and Irrigation Technicians, Interns, Mechanics, Horticulturalist, Full-Time and Seasonal Staff. All staffing decisions dependent upon club budget and goals.
- » Future planning – Planning for future improvement on the course as well as capital costs.

HOW THE COURSE SHOULD PLAY

- » The course should play firm and consistent throughout. Dry and firm conditions provide the best playable conditions for the membership and guests.
- » An understanding of guidelines for conditioning – green speeds, firmness, mowing heights should be determined in conjunction with the grounds and golf committees.
- » Course should be well-marked with hazard, lateral and out of bounds stakes to avoid any rule confusions.