

# Career Growth and Course Management Strategies for the New Age Assistant Superintendent



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## Session Coaches:

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# Golf Course Superintendent



What my friends think I do



What the owner thinks I do



What Society thinks I do



What the Golf Pro thinks I do



What the Members want me to do



What I actually do

THE  
**GOOD**



THE  
**BAD**

AND THE  
**UGLY**

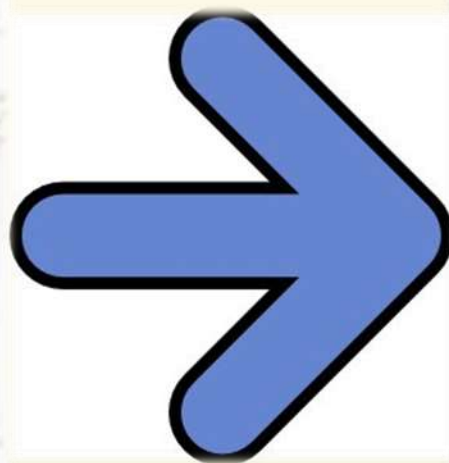




Today is all about improving you...!







# Expectations





# The 12 Elements of Great Managing

To identify the elements of worker engagement, Gallup conducted many thousands of interviews in all kinds of organizations, at all levels, in most industries, and in many countries. These 12 statements – the Gallup Q<sup>12</sup> – emerged from Gallup's pioneering research as those that best predict employee and workgroup performance.

1. I know what is expected of me at work.
2. I have the materials and equipment I need to do my work right.
3. At work, I have the opportunity to do what I do best every day.
4. In the last seven days, I have received recognition or praise for doing good work.
5. My supervisor, or someone at work, seems to care about me as a person.
6. There is someone at work who encourages my development.
7. At work, my opinions seem to count.
8. The mission or purpose of my company makes me feel my job is important.
9. My associates or fellow employees are committed to doing quality work.
10. I have a best friend at work.
11. In the last six months, someone at work has talked to me about my progress.
12. This last year, I have had opportunities at work to learn and grow.



# Purpose vs. Function



# 10 Simple Things





TOP  
100

# BCG Formula for Success

1. Course Conditions & Presentation
2. Business Awareness
3. Environmental
4. Culture Initiatives
5. Relationships & Communication
6. Leadership & Management
7. Administrative
8. Safety
9. Self-Improvement
10. Work/Life Balance

# I. Course Conditions







# Grow Grass

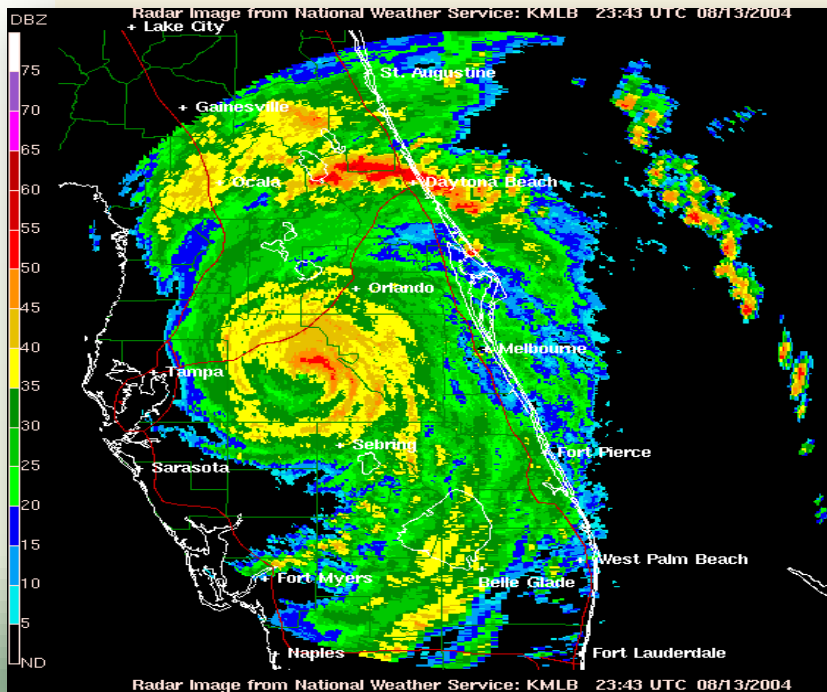


Grass means ???  
to your NEW  
audience\*

## 2. Business Awareness



# 2. Business Awareness





# 2. Business Awareness



*Sound decisions*

## 2. Business Awareness



## 2. Business Awareness+



# 3. Environmental



AUDUBON  
INTERNATIONAL



Certified Audubon Cooperative Sanctuary

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# 4. Cultural Initiatives\*

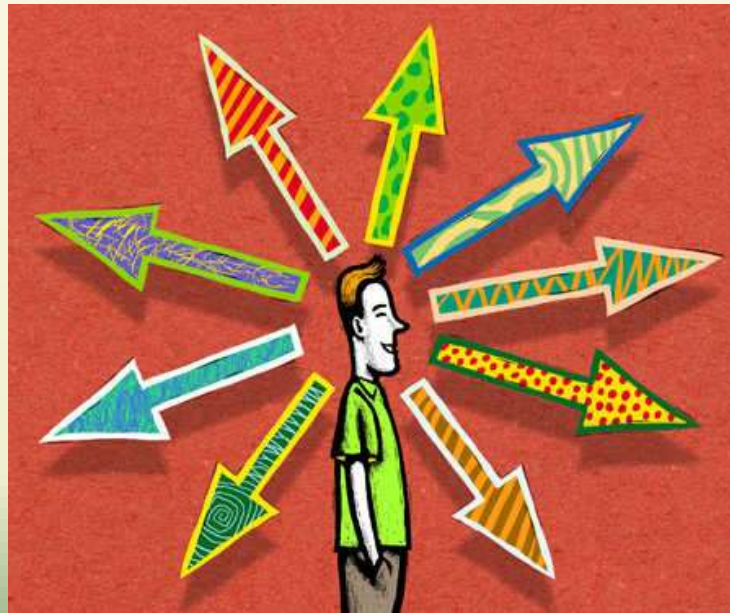


- Equipment Tracker, Replacement Plan
- Labor Tracking
- “Science Fair Projects”

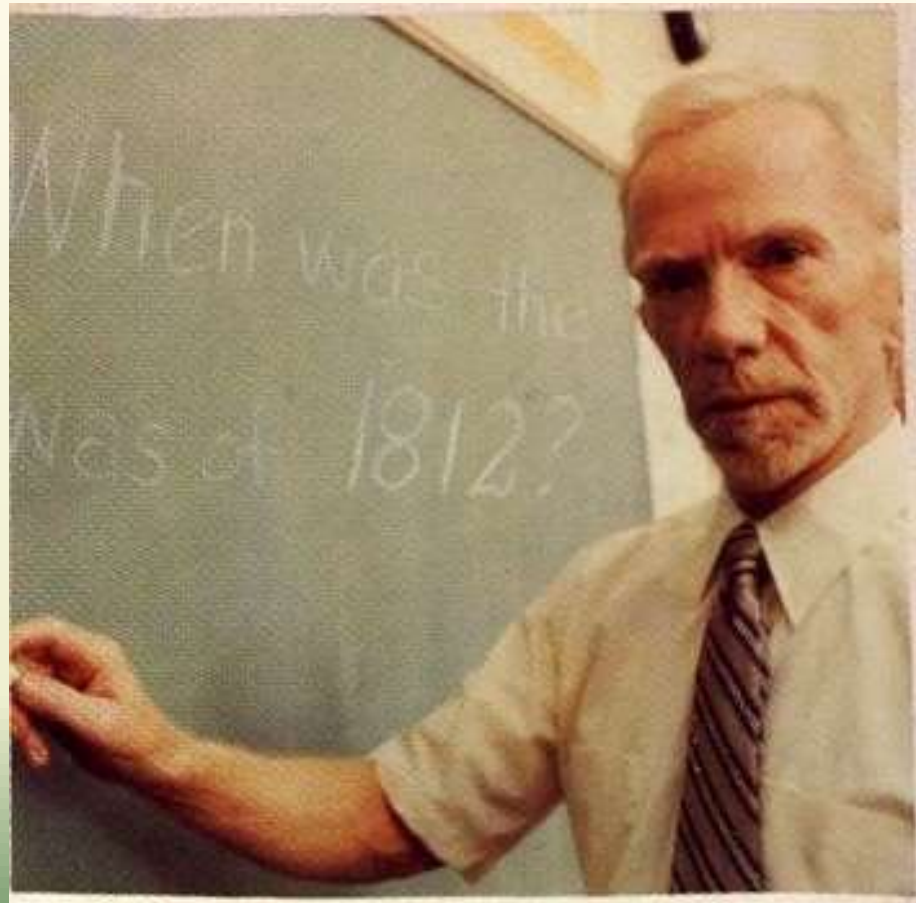
# 5. Relationships & Communication



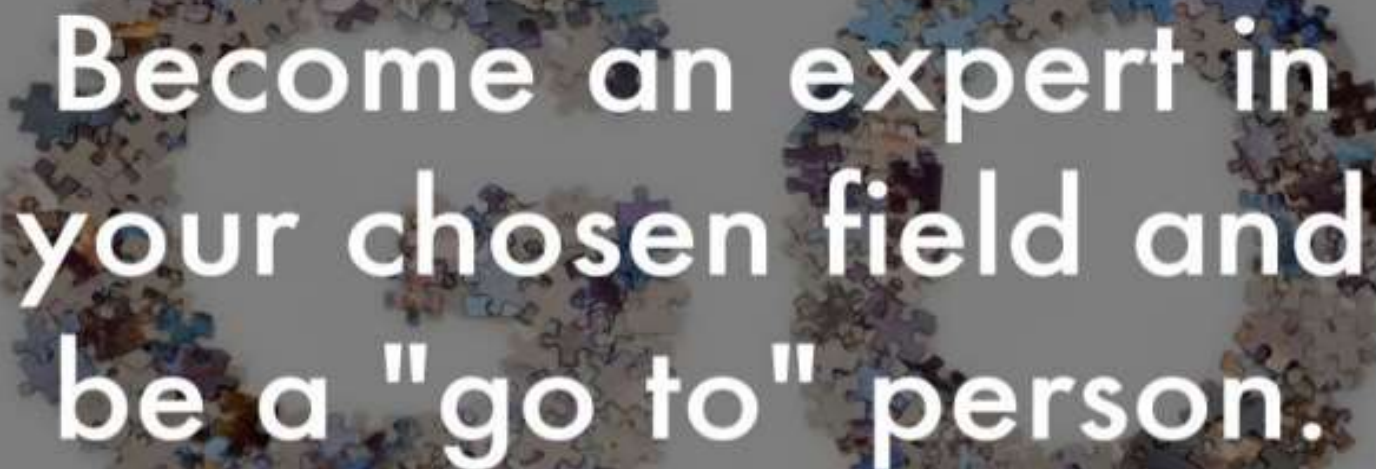
# 5. Relationships & Communication



# 6. Leadership



# 6. Leadership

The image shows two circular arrangements of puzzle pieces, one on the left and one on the right, which together form the number 100. The puzzle pieces are in various colors including blue, grey, and brown. The text is overlaid on the number 100.

Become an expert in  
your chosen field and  
be a "go to" person.

Photo by Horla Varfan

HAIRY DECK



# 6. Leadership



# 6. Leadership



# 6. Leadership



# 6. Leadership



# 7. Administration





# 8. Safety



# 9. Self Improvement



# 9. Self Improvement





# 9. Self Improvement



# 9. Self Improvement+

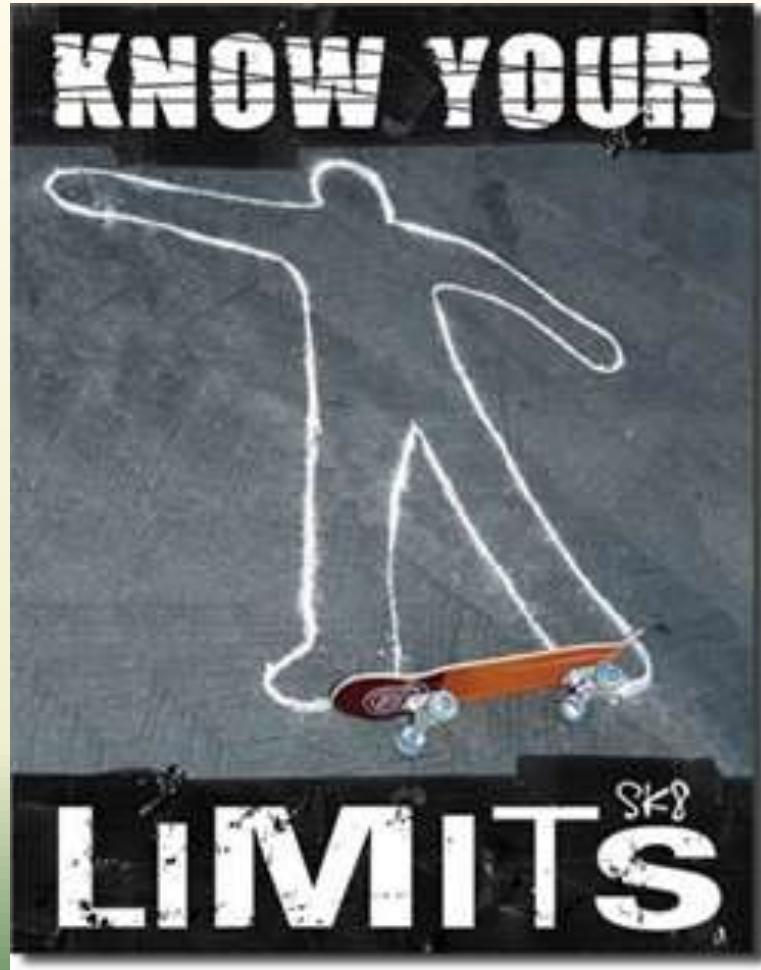


**GCM**

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# 10. Work / Life Balance



# 10. Work / Life Balance



**YOU DON'T GOTTA GO  
HOME**

**BUT YOU CAN'T STAY  
HERE**