

J O B
S K I L L S

Super Skills Take Home

1. Take this skills test back to your facility and use the 5/3 approach.
2. Identify your exceptional skills and 1 skill that need further development.
3. Create a development plan and make an effort to improve that 1 skill this year.

Lets take a look



- **Agronomist** - Understands the technical and functional portion of maintaining turf grass including water management, fertility, applications etc.
- **Balanced** - Maintains a conscious positive balance between work and personal life, health, family, etc.
- **Communicator** - Keeps the team informed. Is timely with information. Reaches out to inform.
- **Creativity** - Good at bringing new ideas to the table. Enjoys the creative process.
- **Delegator** - Delegates routine and important tasks. Shares accountability.
- **Developer** - Actively improves themselves. regularly seeks information or situations to better themselves.
- **Direct** - Does not hold back. Lets people know where they stand. Faces problems head on.
- **Director** - Great at setting clear objectives and goals. Gives clear direction.
- **Driver** - A person who is constantly driving for results and pushes himself and others.
- **Flexible** - Can change direction easily. Is very adaptable in difficult situations.
- **Hiring** - Has a skill of hiring talent. Is interested in assembling teams.
- **Humor** - Has a positive and constructive sense of humor with and around the team. Uses humor to release tension.
- **Intellectual** - Is bright and intelligent. Described as sharp and very capable.

- **Listener** - Is a good attentive and active listener. Wants to hear what people have to say.
- **Manages Diversity** - Great at managing all kinds of types and nationalities of people.
- **Measured** - Uses measurements and metrics instead of feel. Is procedural based.
- **Mechanical** - Mechanically understands the technical and functional portion of maintaining equipment including reel grinding, gas / diesel engines, preventive maintenance, etc.
- **Motivator** - Good at mentoring and coaching to get the best out of team members.
- **Negotiator** - Effective at settling differences and is diplomatic in difficult situations.
- **Organizational Expertise** - Very knowledgeable about how the other departments work and how the entire business runs including policies and procedures.
- **Organizer** - Very effectively orchestrates the organizing of people and resources. Arranges and files information effectively.
- **Patient** - Is tolerant and sensitive to process. Waits for other and checks before acting.

- **Peer Relationships** - Actively involved and interactive with peers / team sharing information with others. Association involvement.
- **Perseverance** - High - energy person pursues everything with passion and determination.
- **Planner** - Sets objectives and goals, schedules and measures against goals regularly.
- **Politician** - Maneuvers through difficult political situations and views politics as part of the job.
- **Presenter** - Very comfortable giving presentations to groups, gravitates towards the opportunity.
- **Prioritizer** - Does not get sidetracked. Zeros in on what needs attention.
- **Problem Solver** - Is great at analyzing a situation and coming up with an answer or game plan.
- **Quick Learner** - Is very comfortable learning on the fly and enjoys tasks that are unfamiliar.
- **Strategizer** - Is a planner and very future oriented, creates plans for the organization.

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- **Mechanical**
- **Motivator**
- **Negotiator**
- **Organizational**
- **Expertise**
- **Organizer**
- **Patient**
- **Peer**
- **Relationships**
- **Perseverance**
- **Planner**
- **Politician**
- **Presenter**
- **Prioritizer**
- **Problem Solver**
- **Quick Learner**
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What skills do you need?



What skills do you need?

- The skills that you need for a job are contingent upon what you do for a living.
- Can you identify the skills that you need to be successful in your position right now?
- Really this is the million dollar question?

Differences exist, but there are basic skills necessary to be effective in your role.



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- Every Golf Course and every Golf Course Superintendents position are different, but there are basic skills necessary to be effective in your role.
- Different course conditions, equipment use, agronomic team.

**And any other reasonable task assigned
by your supervisor...**



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- Is your job description the road for success?
- How many of you have a job description?
- How many of you think your job description outlines your job duties and responsibilities?

Have you thought about what skills are necessary to be successful in your role?



Who defines what skills are necessary for you in your role?

Have you thought about what skills are necessary to be successful in your role?

- Does your staff have a big impact on what skills you should develop?
- Would you like to know what skills your GM, Golf Course Superintendent, Green Committee, Supervisor or Owner think are important?

Your agronomic skills, education and experience are important in applying for and securing a job as a Golf Course Superintendent.



The skills that you possess and develop over the course of your career will contribute to the organizations success.



Your “other” skills matter...

- If you improve your job skills you will be contributing to the success of the organization.
- If all team member had a plan to improve their job skills think about the impact on the organization.
- You first need to know what skills you need to be proficient at and which ones need the most work?

The number and type of skills that are necessary to be effective in your role increase and change as you progress through your career.



Your skills evolve...

- The same skills that helped you with your job when you first entered the profession, have had to grow and get better for you to perform at a higher level.
- Skills build upon each other. Think about bunker raking and the time that you have spent on that skill.
- How much time have you spent on.....your organizational skills? Your communication skills?
- Your job changes over time so that means your job description changes which means you use different skills.

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- Skills are not something you graduate with.
- You have to keep working on your job skills.
- Seek out training to increase your skill level in specific areas and try to work on 1 skill at a time.
- Who is great at the skill you are trying to improve?

What skill(s) do you spend the most time using?



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- Job specific skills are used when you perform a particular job task.
- As a Golf Course Superintendent what skills are you using the most?
- What are your most important job specific skills?

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- We gravitate to skills we are already proficient at and comfortable with.
- How many aerification and fertility classes can you take?

What type of preventative maintenance are you doing to develop your skills?



Preventive Maintenance

- We talk a lot about preventative fungicides, maintenance for equipment and accomplishing cultural practices to provide a healthy growing environment.
- Working on and developing job skills is a lot like preventative maintenance.
- Develop the skills to prevent problems in your career. Do you have a plan?

87%



RATING	
<input checked="" type="checkbox"/>	Exceptional
<input type="checkbox"/>	Exceeds Requirements
<input type="checkbox"/>	Meets Requirements
<input type="checkbox"/>	N

Do you have a skills development plan?

- If you have a job or will be looking for a position in the future it may be beneficial to get a step ahead of the pack and start to understand your skill set.
- Do you want to stay in your current position?
- Are your skills in alignment with what the facilities needs are?

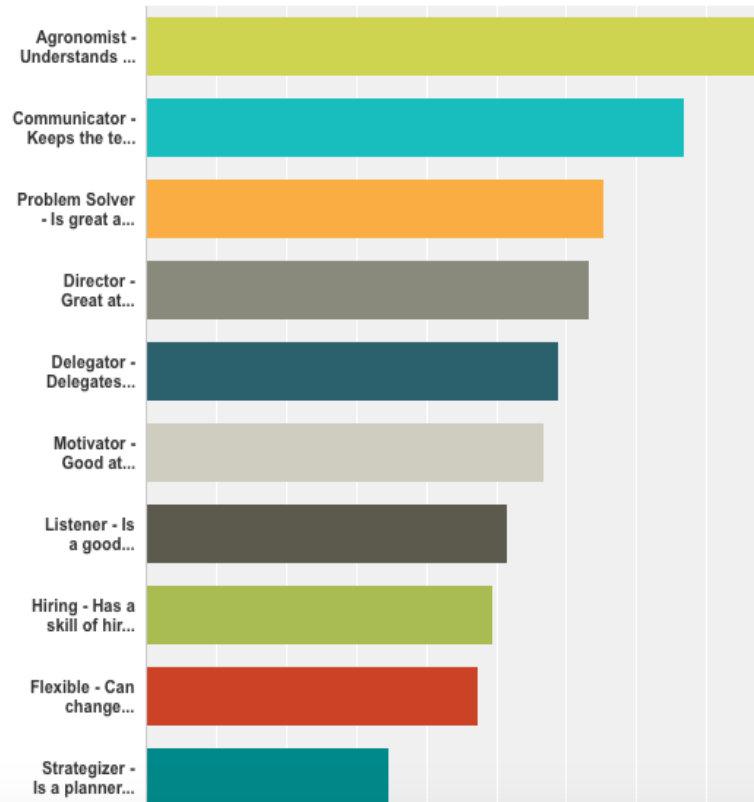
Lets take a look at the results...



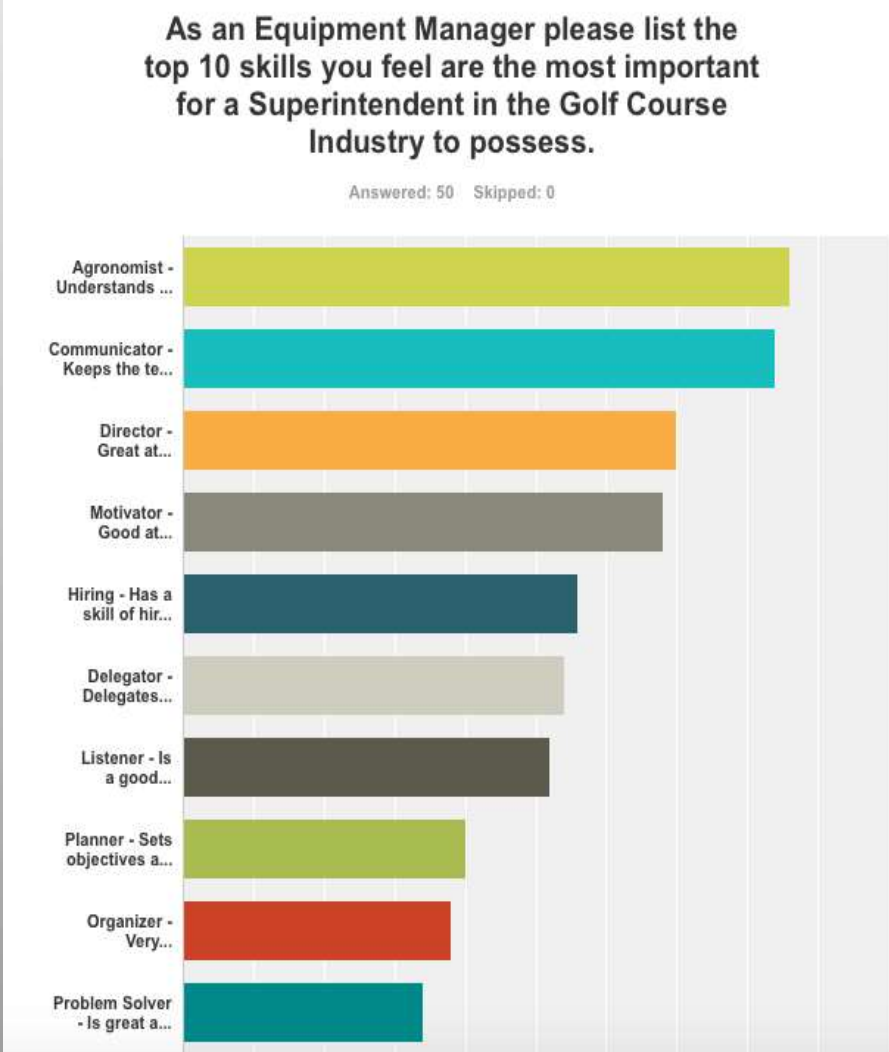
Golf Course Superintendent Results

As a Superintendent please list the top 10 skills you feel are the most important for a Superintendent in the Golf Course Industry to possess.

Answered: 95 Skipped: 0



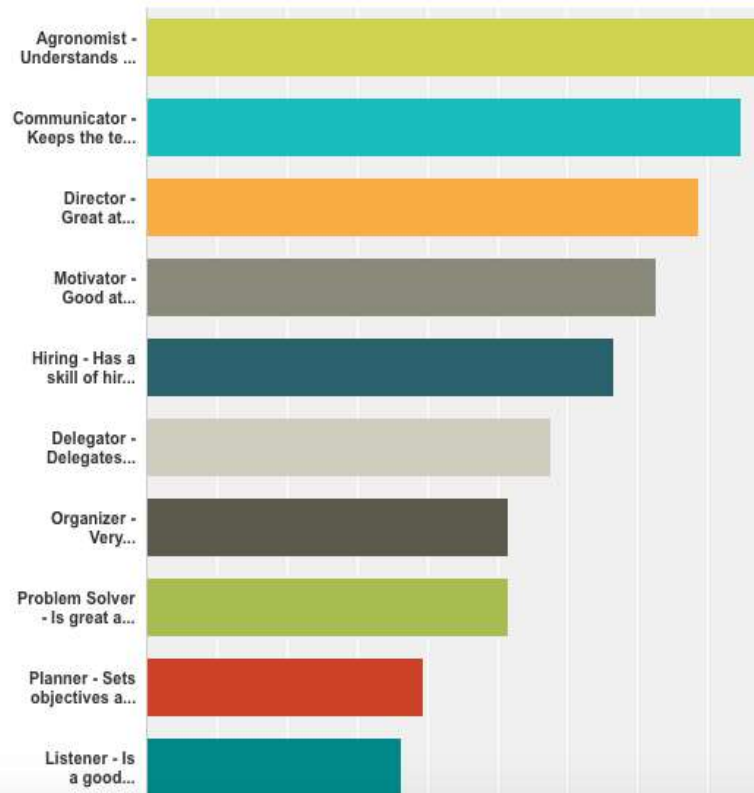
Equipment Technician Results



General Manager Results

As a General Manager please list the top 10 skills you feel are the most important for a Superintendent in the Golf Course Industry to possess.

Answered: 33 Skipped: 0



What are the differences?

- Planner and organizer not on our list?
- Hiring much further up on their list
- Strategizer not on their list
- Problem solver much lower on their list
- Motivator higher on their list

Bottom 5 Results

GCS

- Quick learner
- Direct
- Driver
- Presenter
- Measured

GM

- Quick learner
- Direct
- Negotiator
- Patient
- Presenter

Sharpen 1 Skill



Sharpen 1 Skill

- 5/3 use this “skills” approach with your General Manager, Equipment Tech and Assistant Golf Course Superintendents.
- Each one of you identify 5 of the top skills and 3 skills that can be worked on.
- The 3 skills that are opportunities for improvement can be compared with others. Identify 1 skill and work on that skill.
- Put together a development plan.

What are you Doing?



Best practices

- Lunch and learns
- Ted talks
- Use during the hiring process
- Short books and articles
- Experiential
- Mentor
- Best in the industry

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Thank You!

Contact Us

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