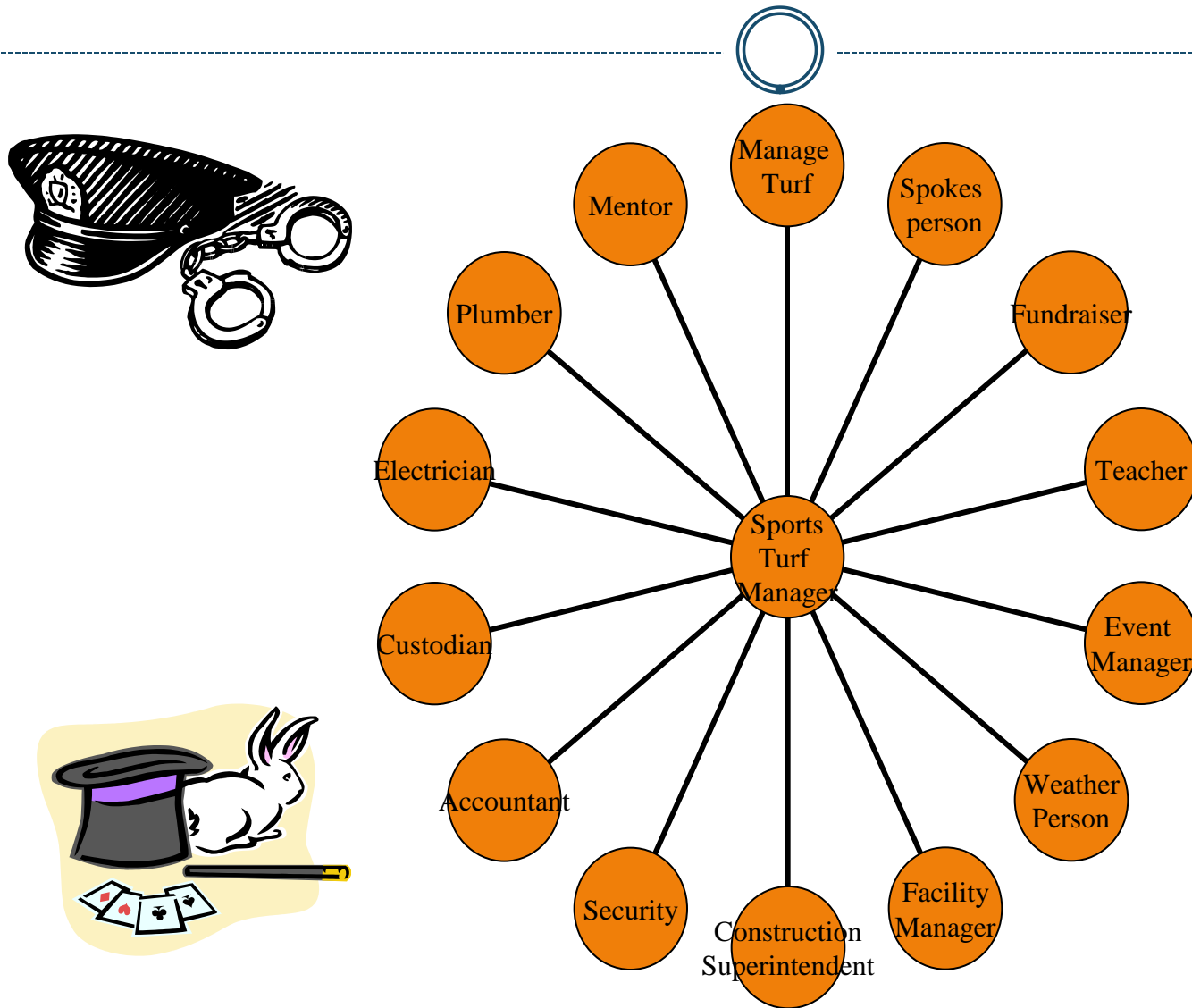


Field Maintenance is Only a Third of Your Job

BY: AMY J. FOUTY, CSFM



What does a Sports Turf Manager do?



Big Picture-Three Main Concerns



1. Safety of Participants

Stability & footing



- Primary Concern

Big Picture-Three Main Concerns



2. Playability-

Consistency & Confidence to execute plays

Big Picture-Three Main Concerns

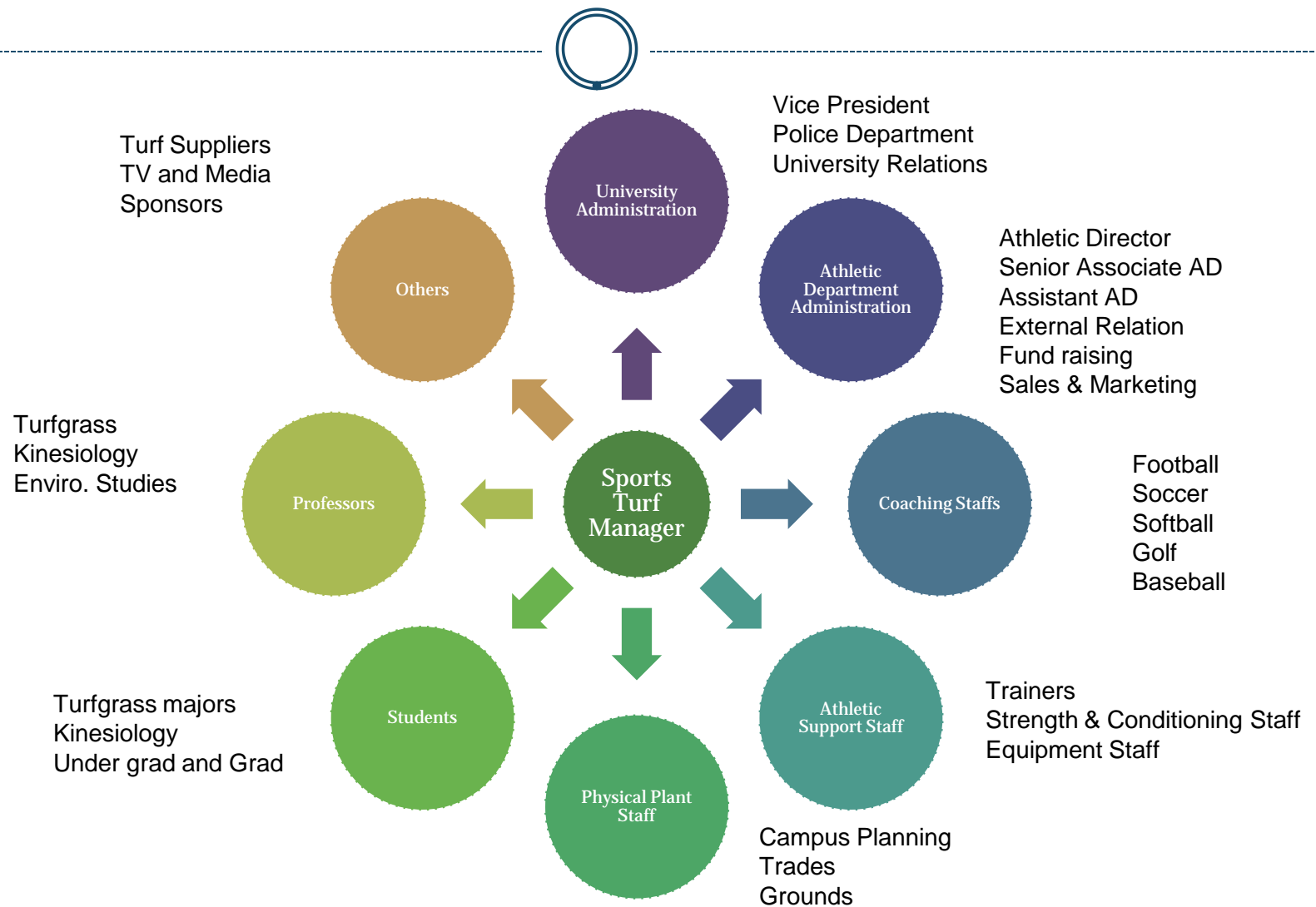


3. Aesthetics

- Looks are important but not the most important



Who do I Work With?



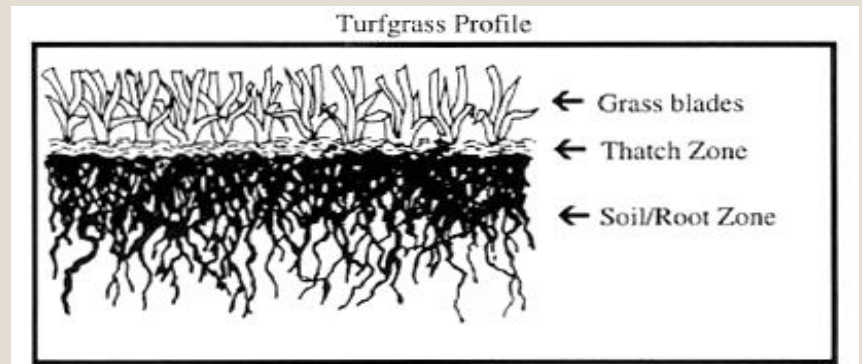
A Successful Sports Turf Manager?



Agronomics



Easiest Part of the Job



Keep learning your whole career

Agronomics



Understand your Environment-
Monitor Soil & Air Temperatures-

- Micro Climates
- Thermometer
 - Year to year data will be very consistent
- Air movement & Temperature
 - Weather Station for data collection



Agronomics



Common Sense: noun; sound practical judgment that is independent of specialized knowledge, training, or the like; normal native intelligence.

- “Common sense is genius dressed in its working clothes.” – Ralph Waldo Emerson
 - “It is a thousand times better to have common sense without education than to have education without common sense.” Robert Green Ingersoll

Leadership



- What does Leadership mean to you?
- Who are Leaders in your life?



Leadership



- What does Leadership mean to you?

Definition-

- **Leadership** has been described as the "process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task."

Leadership

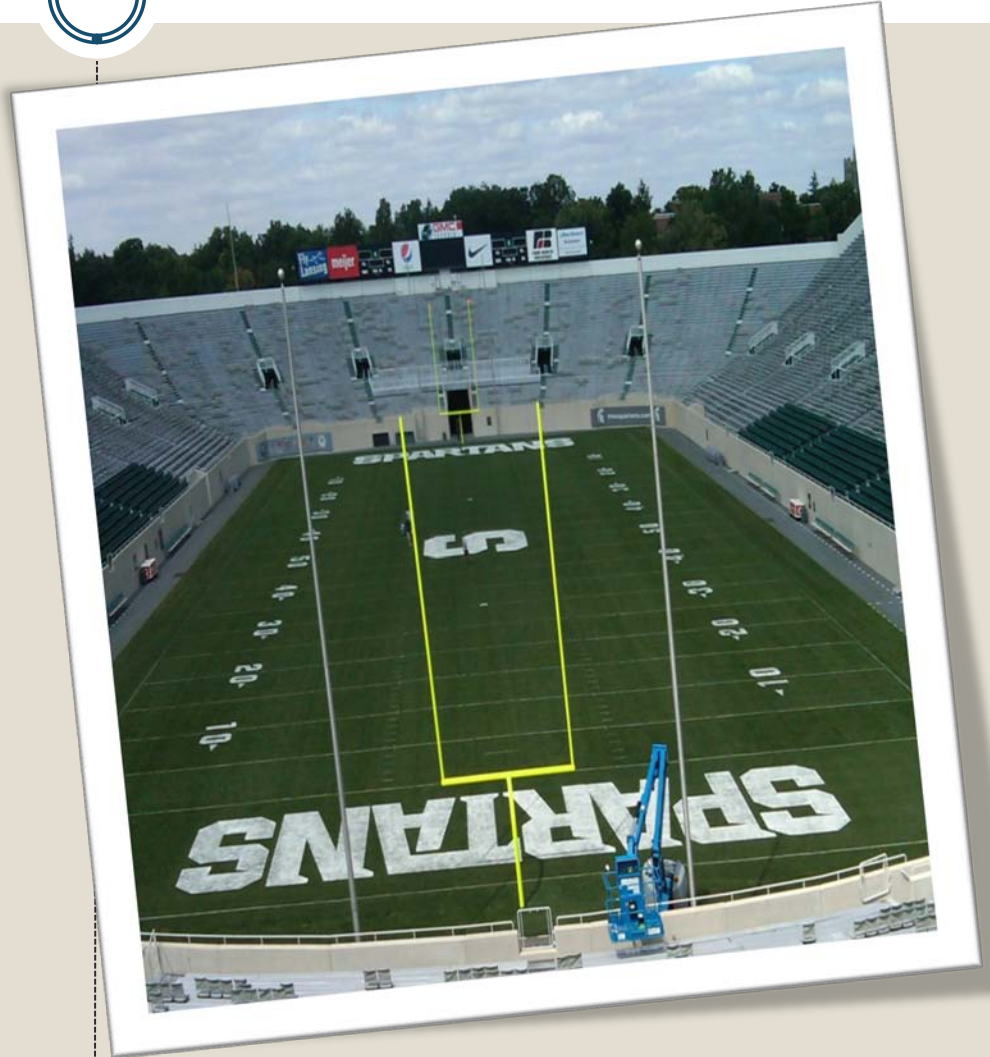


- What Makes a good Leader? ?
 - **Personal Characteristics**
 - **Emotional Intelligence**
 - **Providing a Compelling Vision of the Future**
 - **Motivating People to Deliver the Vision**
 - **Being a Good Role Model**
 - **Managing Performance Effectively**
 - **Providing Support**

Leadership



- Establish your Credibility
- Earn Trust & Respect
- “Talk is Cheap”
 - Show them what you can do!
- Be Around
 - Support the team
- Position yourself for success
- PICK & CHOOSE YOUR BATTLES CAREFULLY



Leadership

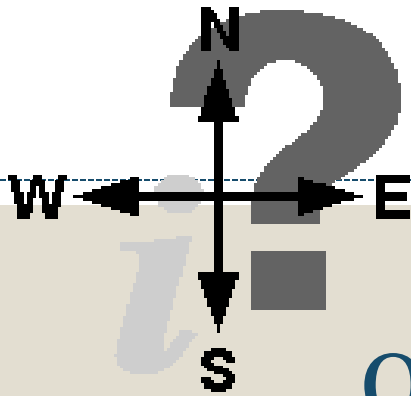


- Attitude-“Whatever it takes, Whenever it takes it!”
- Be confident in your own abilities
- Team before Self
- Don’t be afraid to make a mistake

- Professionalism
 - In your Appearance
 - In your Attitude
 - Agronomic knowledge
 - How you interact with others



Leadership



Organize Your Thought Process

- “Identify your problems, gather the solutions for them, make a plan to correct them, work the plan, don’t waver, work the plan, review the results, and make adjustments if needed.”

-Jerry Kershasky



Leadership



Organize your Operation

Information
sharing is key for
success before,
during, and after

Keeps everyone
on the same page

MON	TUES	WED	THURS	FRI
7/3	7/14	7/15	7/16	Any Game 7/17
<ul style="list-style-type: none">- Mon. Prep Stadium- ASBATE STADIUM- Top Circle	<ul style="list-style-type: none">- ASBATE STADIUM- CLEAN-UP CARS- Dues- Installation Prep	<ul style="list-style-type: none">- TOPGOLF STADIUM- MAW PFF8 BREWERY INTERVIEW VISIT 11:30AM- BOOK CLUB - PAPER 3 10 - TYPING 11 - H&D 12 - H&D	<ul style="list-style-type: none">- TOPGOLF PFF- All Dues- Top Check	<ul style="list-style-type: none">- Mon. Prep + WORKOUT- FINISH TOP CHAIRING All Dues- SPARKY BANNER PFF- Book Club - PAPER 4 1 - TYPING 2 - H&D 3 - H&D
<p>NOTES</p> <p>Friday, July 14, 2017 8 AM 7/15 - 7/17</p> <p>Friday, July 14, 2017 8 AM 7/15 - 7/17</p> <p>Friday, July 14, 2017 8 AM 7/15 - 7/17</p>				

Have a “Game Plan”

Leadership



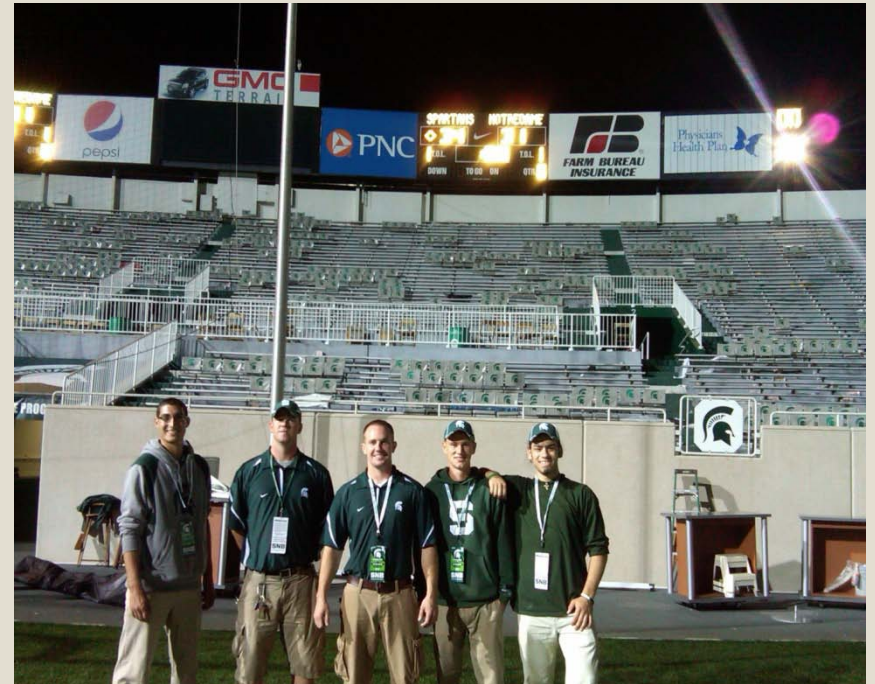
Build a Quality Team who shares your Vision



Leadership



- Establish the “Goal”
- Discusses strategies to attain goals
- Make sure everyone is on the same page
- Stick to the Plan
- Set up bench marks showing progress



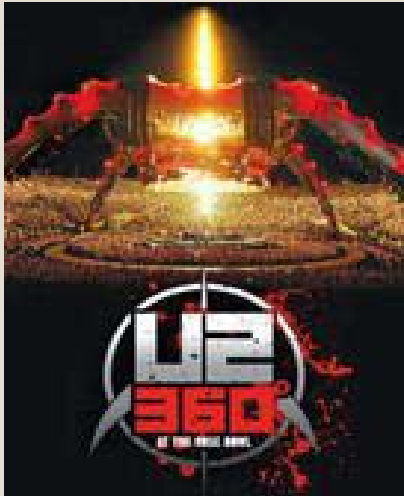
Work Together Toward the Common & Individual Goal

Leadership



- Provide opportunities to grow and learn

Leadership



Keep an Open Mind and
Tackle Every Problem with
Enthusiasm

Leadership



Host Chapter events & get involved in your local association

Know the professionals in your area & ask your peers for constructive criticism

Be a mentor to those around you & a leader in your communities

Leadership



Keep Yourself in
Perspective

- We are here to support the team!

Communication



- What does Communication mean to you?
- Who are good communicators in your life?



Communication



- **Communication** is a process whereby information is enclosed in a package and is channeled and imparted by a sender to a receiver via some medium.

Communication



Know Your Audience



- What is important to the Folks you interact with on a daily basis?
- How does my work relate to their world?
- Learn as much as possible about each area you deal with.

Communication



Coaches

- What is most important to your coaches about what you do?
 - Safety
 - Playability
 - Winning
 - Aesthetics

- Communicate in terms your audience will relate to
 - Safety First
 - What is best for the team?
 - $A+B=C$ 'Keep it Simple'



Communication



Understand the Game

“The love of the game must be genuine.
It is not devotion to fad that makes men play football;
it is because they enjoy their struggle.”

-Fielding H. Yost

Michigan Head Football Coach 1901-23, '25-'26

Won 165, Lost 29, Tied 10

Communication



Listen



Communication



Administration

- What is most important to your Administration about what you do?
 - Safety
 - Aesthetics
 - Economics
 - Playability
 - Politics
- Communicate in terms your audience will relate to
 - Safety First-liability
 - What is best for the university and the department?
 - Be thorough and comprehensive in your explanations

Communication



Listen



Communication



Support

- Fund raising
- Marketing & Sales
- University initiatives
- Alumni association events
- Volunteer Help
- Outside events





Communication



Support Staff

- What is most important to your staff about what you do?
 - Agronomics
 - Safety
 - Playability
 - Aesthetics

- Communicate in terms your audience will relate to
 - Safety First-Creating proper conditions
 - How do we achieve goals?
 - Always consider to the level of understanding your staff person has and speak to that level

**“You can not know,
what you do not know”**

Take the opportunity to learn all you can

Communication



Listen



Things do not always go the way you Plan



Adversity Reveals Character

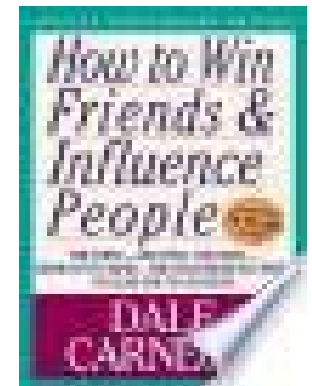


- Expect the tough questions
- If you don't know the answer, find it, & get back to them
- Prepare for the best & worst conditions

Continuing your Education



- ✓ “Book Club”-read
- ✓ Online Resources
- ✓ TGIF
- ✓ Professional Organizations Involvement
- ✓ General Group Discussions
- ✓ Mentoring
- ✓ Classes



In Conclusion



Be the Expert at your facility!

Feel free to contact me- fouty@ath.msu.edu

