Developing a Work Life Balance in the Turf Industry
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Lake County Captains
- Different level, different lifestyle
- Creativity of all components
- Building trust
- Two assistants
- 3-5 people per game

Toledo Mudhens
- Larger Crew
- 1 assistant
- 5-7 people per game
- Splitting shifts vs events
- Accepting of "Stepping Away"
- Unique style
- Delegation and trusting your crew

Cincinnati Reds
- Differences in crew size
  - 2 assistants
  - 3 interns
  - 15-20 people per night
  - Rotating employee shifts
  - Needing nights off

Effective Delegation
- The act or process of delegating or being delegated.
- Trust your employees.
- This is why YOU hired them.
- Interns - They are there to learn.
- Teaching the future "you".
- Start with small events.
- Give your assistant/and or intern that chance to grow.
Operationalize the Balance
- We are our own worst enemy
- Learn to treat your staff
- Give them smaller tasks to start and start "slashing that leash”
- Take care of yourself. When you don’t sleep, eat well, don’t exercise, and are living off adrenaline for too long, your performance suffers. Your decisions suffer. Love those close to you. Failure of your company is not failure in life. Failure in your relationship is. - Ev Williams, co-founder of Medium and Twitter

The Duality of Family
- Our crew becomes our family
- Don’t forget about the real ones who have gotten you to this point in your career and stand behind you

Full Time / Salaried
- Director of Field Operations
- Manager of Field Operations
- Supervisor of Field Operations
Seasonal:
- Two Interns
Part Time:
- Free Game Crew per game

Clippers

Game Days
- 8:00 - End of Game
- New Triple Day Plan
- Alternate days in which one of the two assistants will leave upon first pitch. Bring on an additional game crew staff member to fill in-game and post-game duties.
- Director will start several hours into the morning in order to shorten the length of the work day. General Manager prefers that the Director is present during games.
Non Game Days
8:00 – 3:00
7:00 – 2:00 in the heat of the summer

Every effort is made to allow each full time staff member to take 3-4 consecutive days off in an effort to fully disassociate with the work environment.

Non-game day events are now split between full time staff members with a heavier reliance on interns and game crew staff members.

High quality staff members allow for:

Each individual to take more time off
Each individual to gain a greater overall experience as tasks will be rotated without fear of loss of quality
Each individual to better learn how to deal with responsibilities and gain leadership & decision making skills.

Growing into this approach

It has taken years of exhaustion and experience to learn to trust staff members fully.

The desire to get more time off while still obtaining a quality end result forces one to become a better teacher and delegator. Once again this allows us to give staff members a better overall experience and be better prepared to move on and be qualified for any job on the market.

Important to take pride not only in the work, but also in the staff as human beings.