

Payback



The Assistant Superintendent Boot Camp recently completed its seventh year and was a tremendous success. The goal from the inception has been to prepare individuals to take the

next step in golf course management.

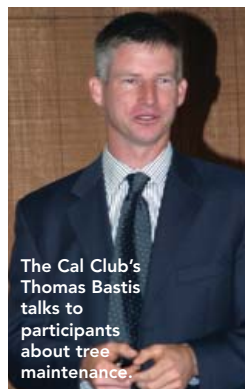
Location, timing and luck have all played a role in getting Boot Camp off the ground to provide training for the next generation of golf course superintendents. Bringing out industry leaders and top researchers to discuss topical issues keeps participants in the cutting-edge knowledge loop. Utilizing Asilomar in close proximity to the NCGA headquarters has made the logistics of hosting the event smooth and convenient.

Proof of the Boot Camp's success can be found by looking at the group picture taken every year, knowing that many of the former participants are now golf course superintendents. Doug Ayres, an attendee at the first Boot Camp in 2001, is now the superintendent of Corral de Tierra CC.

Another key component to the success of the Boot Camp is the opportunity to go on field trips. Highlighting facilities and projects from some of the area's golf courses generates plenty of questions. This past October, Ayres and the officials at Corral de Tierra graciously hosted a portion of the Boot Camp. Several breakout sessions were held simultaneously on the course. Ayres and members of his staff con-

ducted a session on bunker renovation. The Corral superintendent enjoyed sharing his knowledge about the bunker projects, saying, "It's an opportunity to give back. Many people along the way shared their tricks of the trade and I always respected those individuals for their generosity."

Ayres admits, "It's very difficult to prepare for the move from assistant superintendent to superintendent.



The Cal Club's Thomas Bastis talks to participants about tree maintenance.

Attending events like the Boot Camp provides a person with insight from some of the industry's top professionals. This makes a person well-rounded

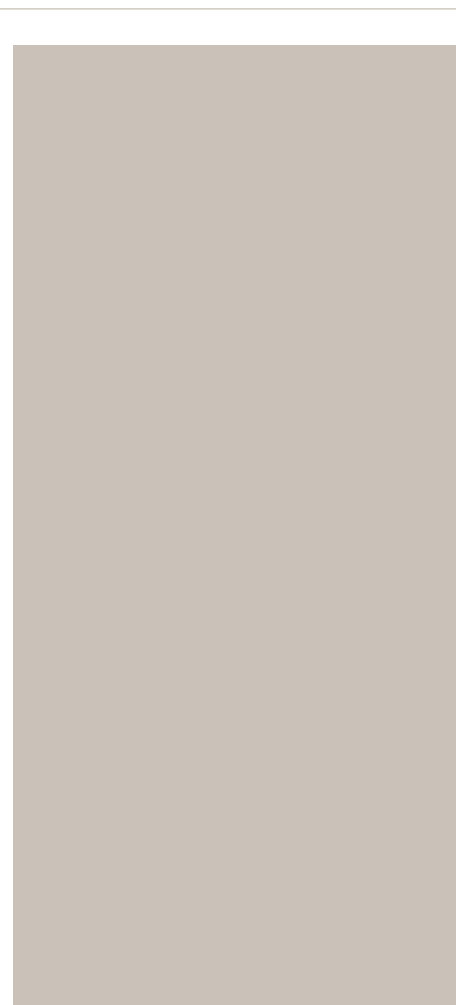
and results in a smoother transition to the new position."

From the 2001 class, several attendees are now superintendents at courses in California: Kevin Iverson at Sharon Heights GCC, Joe Valliare at Palo Alto GC, Robert Yeo at Spyglass Hill GC, Lonnie Stevens at Blackhawk CC, Scott Dickson at Saddle Creek Resort, Dan Gutierrez at Eagle Ridge GC, Jerry Bibbey at Summitpointe GC, Luis Ballesteros of Moraga CC and Steve Kimbrough at Oakmont CC in Southern California. All have

joined Ayres in making a seamless transition to superintendent.

The return on investment for those individuals who attend the Boot Camp might not be realized for several years. However, once they become a superintendent, the insight they can provide to the next generation makes all their hard work and effort worthwhile. It has been a privilege to watch individuals use lessons learned from the Boot Camp to benefit their own careers, and it is a trend that is sure to continue.

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