Equipment Managers
Likes & Dislikes

Tim Hiers - CGCS
Mike Koopman - Equipment Manager
The Mind of the Superintendent
What Equipment Managers Dislike

Retaining equipment past its productive (useful) life

Would you pay $40,000.00 for a $10,000.00 car?
Addressing the symptom versus solving the problem

Example:

*Diverting money into parts for aging equipment pass its productive life...*
...instead of acquiring better or new equipment
Mechanic:

“I couldn’t repair your brakes so I made your horn louder”
› Hiring poorly qualified employees
› Not disciplining employees who abuse or neglect equipment

› Failure to report damaged equipment
› Not involving equipment manager in equipment acquisition decisions

› Not promoting a clean, safe working environment and facility
Not having a sufficient parts inventory
 › Not having a sufficient budget
Not involving equipment manager in budget preparations pertinent to their department is like gambling.
Choosing equipment that is hard to service or maintain
Buying equipment from a vendor that cannot provide timely & useful service for that particular machine
Too many brands of equipment increase parts inventory & distributors
Too many heights of cut
Poor communications
Not building team or managing to boost the morale of all employees
Teamwork is vital for success
THERE ARE NO BAD IDEAS

ONLY GREAT IDEAS THAT GO HORRIBLY WRONG
Mowing after aerification on Greens with good reels
Mowing after topdressing
Grooming after topdressing
 › Lowering Greens height immediately after topdressing
Last minute surprises:
“We are going to verti-cut or aerify today”
Not encouraging participation in chapter meetings/seminars
What Equipment Managers Like

› Well designed, clean and organized shop
› Well ventilated shop

› Proper temperature control

› Non-slip flooring

› Good functional shop equipment
› Advance communications and long term agronomic calendar

› Schedule of events (that affects equipment operations) at least one week in advance when possible
› Consistency in management of employees, shop & equipment. This includes proper discipline

› Positive reinforcement versus what is wrong all the time

› Provide qualified assistant for the equipment manager to ensure timely preventive maintenance
› Take equipment manager to lunch occasionally
› Make a concerted effort to UNDERSTAND the MIND of your EQUIPMENT MANAGER
Equipment to the mechanics is...
...what greens are to the Golf Course Superintendent
Send the equipment manager to other courses to gather fresh and innovative ideas
How can a superintendent help the equipment manager do a better job?
“Don’t pass the buck!”

I NEVER MAKE MISTAKES.

BUT WHEN I DO, I BLAME SOMEONE ELSE.
How can I help?
Alleviate pressure
Be aware
Importance of buying & maintaining equipment

Understand correlation between equipment & proper cutting techniques
In conclusion: communicate & support each other
Effective communication

The right people, getting the right information, at the right time