



Are You Focusing on What Matters?

John Cunningham & Stephen Tucker

Have you ever stopped to think about  
what your jobs skills are?



# Tech 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.

- **Agronomist**
- **Balanced**
- **Communicator**
- **Creativity**
- **Delegator**
- **Developer**
- **Direct**
- **Director**
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- **Manages Diversity**
- **Measured**
- **Mechanical**
- **Motivator**
- **Negotiator**
- **Organizational**
- **Expertise**
- **Organizer**
- **Patient**
- **Peer**
- **Relationships**
- **Perseverance**
- **Planner**
- **Politician**
- **Presenter**
- **Prioritizer**
- **Problem Solver**
- **Quick Learner**
- **Strategizer**



Skills are learned. Behavior is innate.



What skills do you need?



Your Mechanical skills, education and experience are important in applying for and securing a job as an Equipment Manager.



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



Bottom-line...your employable skills are necessary for getting, keeping and being successful in your role.





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



As an Equipment Technician, what skill(s) do you spend the most time using?



It's not like you have it or you don't. Like a light switch, it's either on or off we know that skills are not like that. Skills can be developed.





You possess skills in varying degrees.  
You possess exceptional and average skills, which  
makes you unique.



Your task is to understand and develop the skills  
that are not exceptional.

We practice and gravitate toward the things we are good at or like. It takes discipline.



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



If you follow and complete what is on your job description will you be successful?





Do you have a development plan?

87%



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



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



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



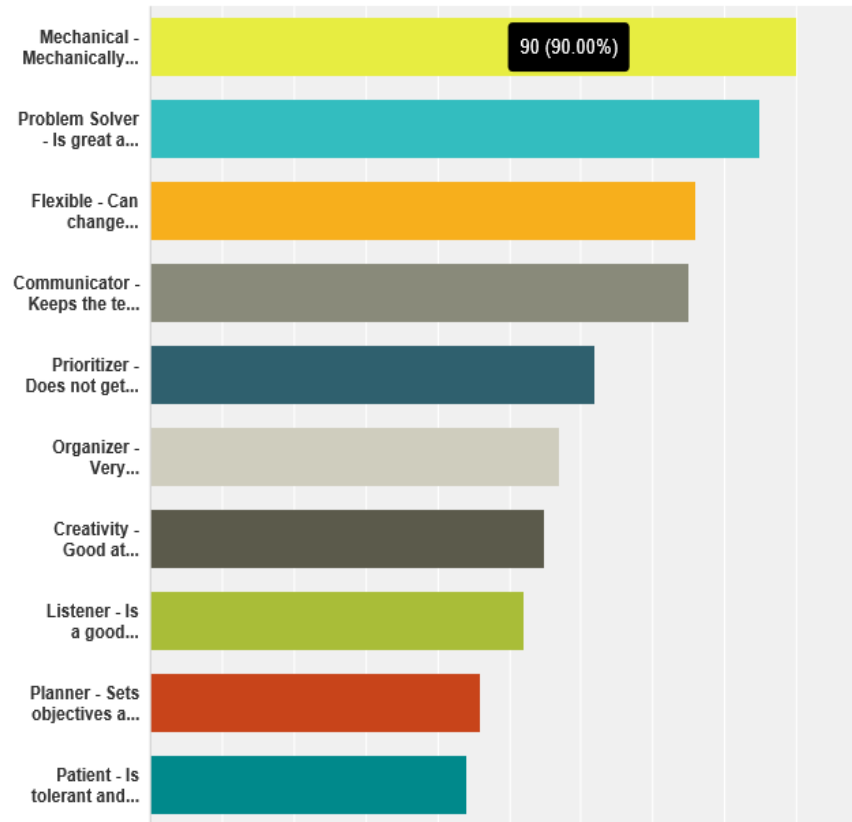
Lets take a Look at the Results





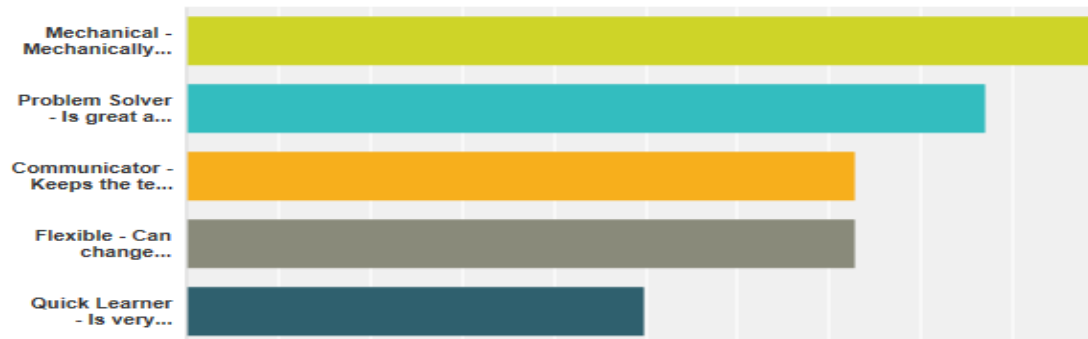
# Golf Course Superintendent Results

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



# Equipment Tech/Super Comparison

**As an Equipment Manager please list the top 10 skills you feel are the most important for an Equipment Manager in the Golf Course Industry to possess.**



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



# Bottom 5 Results

## Equipment Manager

- Quick Learner
- Measured
- Presenter
- Perseverance
- Peer Relationships

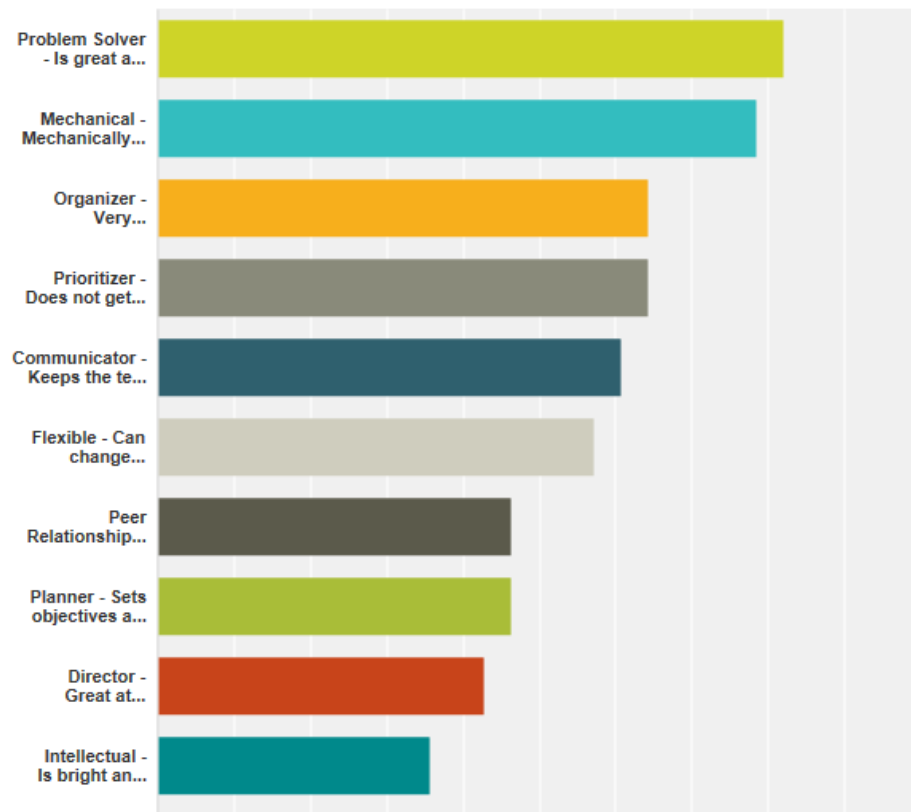
## Superintendent

- Presenter
- Politician
- Negotiator
- Hiring
- Driver

# General Manager Results

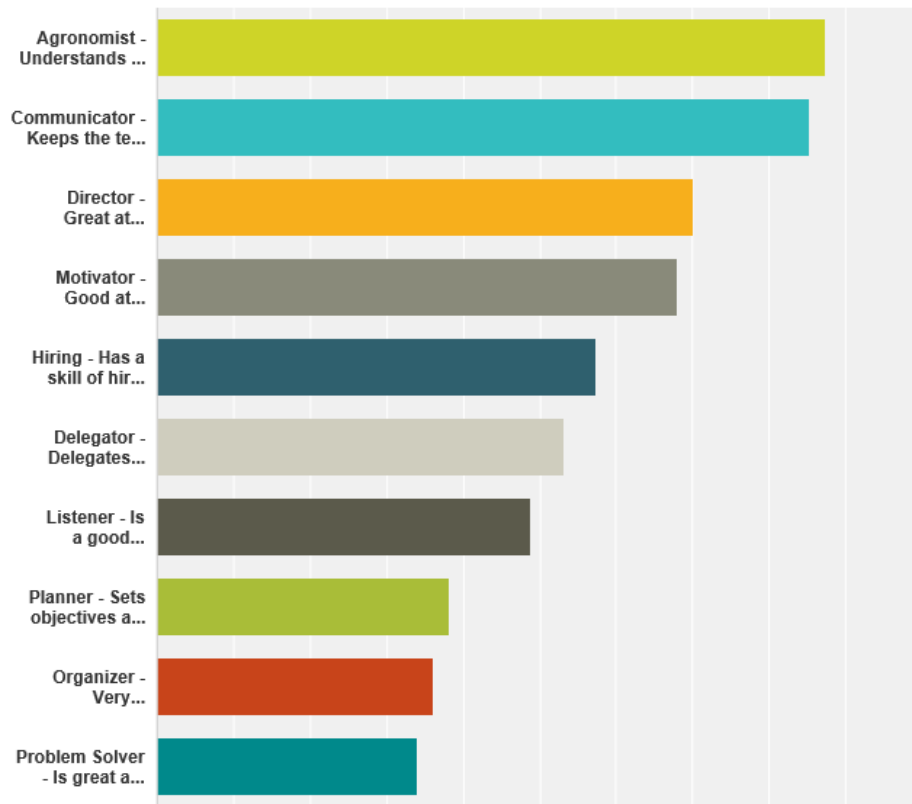
As a General Manager please list the top 10 skills you feel are the most important for an Equipment Manager in the Golf Course Industry to possess.

Answered: 28 Skipped: 0



# Super Skills?

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



# Sharpen 1 Skill



# 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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# Presentation Job Description Skills List

## Contact Us

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