

Application has been made for  
GCSAA EDUs and Pesticide Credit  
**(EVENT SPONSOR OPEN)**

## Sunday, March 4, 2018

**4:30 p.m.** - Board of Directors Meeting  
Red Lodge Conference Room, Hilton  
Garden Inn

## Monday, March 5, 2018

**7:00 a.m.** Registration desk open. *Please sign in at the registration desk. Continental breakfast is available co-sponsored by **WILBUR-ELLIS/THE ANDERSONS*** **NOTE:** Please bring your silent auction donations you have committed to donating, and give to Cody Schulke

**8:00 - 10:30 a.m.**

### **"High Performance Putting Surface Management"**

Frank S. Rossi, Ph.D., Associate Professor,  
School of Integrative Plant Science, Cornell  
University, Ithica, NY  
**(Break scheduled during presentation -  
Auction - Bid! Bid! Bid!)**

**10:30 - 11:30 a.m.**

### **"Tips to Confront and Coach the Problem Employee"**

Bryan Peterson, PHR, SHRM-CP  
Vice President, Human Resource Services,  
Associated Employers, Billings, Mont.

**11:30 - 12:30 p.m. Lunch**

**12:30 - 1:30 p.m.**

### **"Working Together: Good Relationships in Difficult Times"**

Gerald Flaherty, CGCS and Jaime Sharp,  
PGA Pro – The Valley Club, Hailey, Idaho

**1:30 - 1:45 p.m. Break**  
**(Auction - Bid! Bid! Bid!)**

**1:45 - 2:45 p.m.**

**Business Meeting** presided by President  
Jason Lamb, Sidney Country Club

**2:45 - 3:45 p.m.**

**"Where in the World"? Using GIS/GPS to Improve Nutrient Management and Water Use on Golf Courses"** Frank S. Rossi, Ph.D., Associate Professor, School of Integrative Plant Science, Cornell University, Ithica, NY.

**3:45 - 4:00 p.m. BMP Update**

**7:00 - 8:30 p.m.**

**"Turf Talk in the Magic City"**  
Moderated by Jason Lamb,  
Sidney Country Club, Sidney, Mont.  
**(EVENT SPONSOR OPEN)**

**9:30 p.m. Silent Auction ends**

## Tuesday, March 6, 2018

**7:20 a.m.** Continental breakfast is available  
and *sponsorships are welcome*

**8:00 - 9:00 a.m.**

*Okay, so when confronting and coaching does not work...*

### **"Discipline and Termination in Montana - Protect Yourself and Your Facility"**

*While Montana and Wyoming termination laws are not the same – useful information will be offered.*

Bryan Peterson, PHR, SHRM-CP  
Vice President, Human Resource Services  
Associated Employers, Billings, Mont.

**9:00 - 10:00 a.m.**

### **"How Safety Performance Affects Your Business: Basic Risk Management"**

*When most people think about safety, they worry*

*about OSHA inspections. In reality an OSHA inspection is a much less compelling reason for a robust safety program than many other factors that are often not taken into account or are considered the cost of doing business.*

Aaron Stulc, Director, Montana Safety Services Council, Billings, Mont.

**10:00 - 10:25 a.m. Break**

(Extra time offered for hotel checkout)

**10:30 - 11:30 a.m.**

### **"What is BEST in BMPs for Environmental Stewardship?"**

Frank S. Rossi, Ph.D., Associate Professor,  
School of Integrative Plant Science, Cornell  
University, Ithica, NY

**11:30 - 12:30 p.m. Lunch**

**12:30 - 1:30 p.m.**

### **"How Tracking Labor Can Benefit Your Operation"**

Gerald Flaherty, CGCS & Jaime Sharp, PGA  
Pro – The Valley Club, Hailey, Idaho

**Travel safely and plan to attend a Scholarship/ Education Golf Event this summer!**

## Our Speakers

**Gerald Flaherty, CGCS**, grew up in a small blue-collar town in New Jersey where college was not discussed at the dinner table. After high school he followed his father's footsteps and worked as a welder out of the union hall. At 25 he decided to attend college, but he didn't know what he wanted to do. Working as a craps dealer at Trumps Castle in Atlantic City at night, he financed college classes during the day. Playing golf regularly with the casino staff, after he met a superintendent it was clear what he wanted to do. Fast forwarding 20 years - Flaherty is a CGCS and has worked at courses from New Jersey to Hawaii with various size budgets. He and his wife, Lisa, are currently enjoy-

ing their 12th season at The Valley Club. In 2013, Flaherty thought it was peculiar that he tracked what it cost to maintain/repair equipment, but no one seemed to worry about the labor dollars. Erasing all of the data on the white board daily was inefficient, wasteful and frustrating. He began using a TV monitor as their white board and digitally recorded all jobs and cost. It was then the taskTracker was developed, thanks to his head golf professional, **Jaime Sharp**. Working together they created a program simple enough that it could be used every day. With help of Twitter and few regional superintendents that believed in the taskTracker, it has become respected tool worldwide.

**Bryan A. Peterson, PHR**, has been with Associated Employers since 2007 and provides member services in the areas of organizational, business and staff development and training. Peterson specializes in professional and staff development including: leadership and management development, personality assessments, communication, conflict management, team building, performance management, discipline and termination. Peterson also provides member services in the area of regulatory and preventative training. Business and organizational member services include executive coaching. Prior to joining Associated Employers, Bryan worked in the financial institution industry and for a Fortune 500 company. Responsibilities included operational management, managing teams of up to 200 employees. Bryan has a B.S. degree in Business Administration from North Dakota State University, and his Professional in Human Resources (PHR) certification.

**Frank Rossi, Ph.D.** (@fsr3) is an Associate Professor in the School of Integrative Plant Science at Cornell University where he teaches a variety of plant science courses. Rossi has had a long career advocating for excellence in environmental stewardship and firm, fast, safe, playing surfaces. He has published scientific books, chapters, articles, columns, videos, and podcasts, mostly because he can't stop talking about turfgrass. Rossi has been recognized throughout his

career as among the most influential people in the turf industry and was awarded the 2017 Lifetime Achievement Award from the Metropolitan GCSA. He has worked on a variety of high-profile sporting events, and most recently, writing and stewarding the grassing specifications for the 2016 Olympic Golf Course in Rio de Janeiro with fellow Cornellian Gil Hanse. Rossi serves as a turfgrass expert for historic venues in the NY Metropolitan area and around the world. In addition to his career in turf, Rossi is married and the father of three children, past-president of his local school board, and a Gentleman Farmer specializing in pasture raised alpaca, pigs and poultry (@belcantofarm). Rossi is the 2018 recipient of the GCSAA President's Award for Environmental Stewardship.

**Aaron Stulc** has been the Director of the Montana Safety Services Council since June of 2011 and has worked in the Health and Safety field for fifteen years. During that time he has worked for an industrial hygiene consulting company, as an Industrial Hygiene Compliance Officer for OR-OSHA, and as a Safety Specialist for the Montana Department of Transportation. Stulc's background is in designing, developing, and implementing programs to maintain occupational safety and health compliance, as well as to analyze, review, evaluate and report on program effectiveness. His experience offers a realistic perspective about the problems employers deal with and how to solve them. Stulc has trained and collaborated with thousands of employees, managers, other safety professionals and business owners. He received his Bachelor of Science Degree, with a major in chemistry, from the University of Montana in 2001.

**Peaks & Prairies GCSA  
Scholarship/Education  
Golf Tournaments TBA**

#### ***New Location:***

**Fall Meeting & Trade Show,  
October 15-17, 2018, Red Lion Hotel,  
Billings, Montana**

## ***Peaks & Prairies GCSA***

# ***"Almost"* Spring Meeting and Silent Auction**

**March 5-6, 2018**

**Hilton Garden Hotel  
Billings, Mont.**

***(Event Sponsor Available)***

***\* Make hotel reservations by  
February 11, 2018  
to receive reduced rates***

***\* Register by February 24, 2018  
to receive registration discount***

