

Tommy D. Witt, CGCS

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DIRECTOR OF GOLF COURSE OPERATIONS

Extensive and repeated proven performance in managing every facet of the golf course operations department at high-end, nationally recognized, multi-hole private golf facilities. Provides significant improvement in playing conditions amidst overseeing project management of course renovations. Delivers innovative, multiplatform communication and leadership skills to meet and exceed golfer and employer expectations.

Key Skills and Knowledge Areas

- World-Class Conditions
- Precise Budget Manager
- Accomplished Golfer
- Difference Maker
- Adaptable to Change
- Problem Solver
- Decisive Team Leader
- Resort Management
- Lead by Example
- Certified Golf Course Superintendent
- Successful Project Manager
- Extreme Attention to Detail
- Recognized Team Builder in the industry
- Strong Verbal and Written Communicator
- Lead and Manage Change
- Valuable Industry Relationships
- Private Residential Community Relationships
- Nationally Recognized Mentoring Commitment

Professional Industry Experience

Director of Golf Course Operations

Director of Special Projects

Project Manager

Throughout my career, I have managed highly visible, exclusive, top-ranked private, state and national golf clubs. My success is based on the ability to continually develop current leadership and business skill sets in conjunction with my agronomic experience to meet my employers' needs and expectations. This demanded learning from each experience to build my reputation and skills as no two properties, golf courses or employer expectations are the same. My proven and recognized performance resulted in recruitment to new positions and managing three Top 100 ranked golf course properties. I know what separates "good" from "outstanding."

Accomplishments

- Lead an international professional association as President and board member
- Contributed to guiding organizations through new initiatives and standards
- Built trust with organization Presidents, Investors, Boards, Members, Chairmen
- Executed the vision and goals of numerous employers
- Provided premier world-class golfing conditions
- Initiated viable long-range planning processes for various organizations
- Recruited nation-wide and international elite performers to build outstanding teams
- Implemented short- and long-term solutions to problems involving deteriorating infrastructures, declining and aging equipment, budgeting deficiencies, etc.

- Succeeded in reorganizing and improving course operations when challenged with limited equipment, staff and resources (I make it work.)
- Adapted my skill sets to meeting employer expectations in entirely different regions
- Directed three successful multi-million dollar course renovations within budget and on time
- Organized staff, programs and schedules to function at maximum efficiency
- Negotiating skills and positive relationships have led to maximum purchasing success
- Developed numerous, multiplatform communication programs for informing various audiences (Power Point presentations, financial updates, property visits, etc.)
- Implemented innovative mediums to share information with club members (Town Hall Meetings, golf course tours, website, personal blogsite, course updates, course information centers in visible locations)

Additional Career Experience

- Born and raised in South Texas, I have some degree of familiarity with ranching and farming
- Managed a multi-hole golf and lake resort
- Earn annual reviews of "excellent, superior, outstanding" from GMs & Green Chairmen
- Mentor program has resulted in 62 assistants – now are Golf Course Superintendents
- Involved in local & national volunteer service - helps attract quality employees
- Work closely with the staff team members – GM, Golf Pro, Tennis Pro, Club Engineer
- Teach seminars & deliver presentations for GCSAA, PGA and CMAA
- Developed and Maintained positive professional relationships with industry wide contacts
- Utilize numerous communication mediums www.northmoorturf.blogspot.com
- Accomplished golfer (6.0 index) - ability to communicate realistically with golfers

Austin Country Club	<i>Austin, Texas</i>	Golf Digest #3 in Texas
Wynstone Golf Club	<i>Chicago, Illinois</i>	Golf Digest #85 in the U.S.
The Kiawah Island Club	<i>Kiawah Island, South Carolina</i>	
Cassique		Golf Digest #50 in the U.S.
The River Course		Golf Digest #85 in the U.S.

Both KIC courses are rated in the Modern Course Category

Education and Credentials

Texas A&M University – B.S. in Turfgrass Management \

Certified Golf Course Superintendent – GCSAA

Distinguished Service Award Recipient –GCSAA

Superintendent of the Year – Two-time Recipient

Past President – Golf Course Superintendents Association of America

GCSAA has a \$20,000,000 annual operating budget with 23,000 members in 65 international countries

- Involved in every aspect of leadership & planning for this national professional association
- Learned significant skills in leadership, delegation, listening, decision-making, long-range planning, budget allocation, etc.

PERSONAL REFERENCES:

Ed Gowan	Executive Director Former Employer Arizona Golf Association 7226 N. Sixteenth St. Suite 200 Phoenix, AZ 85020 602-944-3050 or 800-458-8484
Joe Panter	Venture Capitalist Former Employer 6440 East Ironwood Drive Paradise Valley, AZ 85253 602-999-6262
Steve Ninemire	President The Ninemire Group 1770 Honey Brook Lane Prosper, TX 75078 972-346-2522
Bruce Williams	President Williams Golf Consulting Manhattan Beach, CA 90266 310-276-6104
Paul Vermeulen	PGA of America Tournament Agronomist PGA of America 100 Avenue of Champions Ponte Vedra Beach, FL 32082 904- 285-3700
Kim Heck	Executive Director Sports Turf Managers Association 805 New Hampshire, Suite E Lawrence, KS 66044 800-323-3875
Dr. Mike Hurdzan	President Hurdzan Environmental Golf Design 120 Old Henderson Road Columbus, OH 43220 614-264-1507

Quotes from My References

Tommy has a great ability to share his vision and inspire those around him to achieve it. Whether it is his crew, a small group of committee members or a 20,000+ member association, he leads by example and gets results. He is the consummate professional who will bring much value to any organization that he touches.

– Kim Heck, CEO, Sports Turf Managers Association

I have worked with Mr. Witt on several occasions over the past 20 years, and observed his work on other projects and with other courses. In all cases, Mr. Witt has displayed discipline, extraordinary ability to manage turfgrass for ideal playing conditions, and been able to communicate effectively to golfers and ownership alike. To my mind, Mr. Witt is among the top 5 golf course agronomists in the United States. He has my admiration and highest recommendation.

– E. F. Gowan, Executive Director, Arizona Golf.

It has been my pleasure to know Tommy Witt for over the past 15 years and to work closely with him for the past six years while we extensively remodeled Northmoor CC, a Donald Ross original design. I saw Northmoor go from a nice country club course when Tommy started as Superintendent, to become one of Chicago's finest as far as playing conditions, aesthetics, and attention to detail. Tommy's many years of experience working at top ranked clubs, along with his mentality as a good golfer, permit him to prioritize his resources and focus on what golfers and employers appreciate most. He is one of the best in the profession.

– Michael J. Hurdzan, Ph.D., ASGCA, Golf Course Architect, Hurdzan Golf Design, LLC