1. Cascading goals describes a measurable outcome or result that needs to be achieved. These goals are then broken down further until each individual in the organisation understands what they should do to help achieve them. This requires a management process to be in place that cascades top-level goals down through the organisation. Teams and individuals throughout the organisation need to be briefed about what the goals are and what they contribute to the Learning and Development Fund.

The formation of goals that set out what a business is aiming to achieve is a key part of business planning. This involves everyone within the organisation understanding what they need to do to support the goals of the business. Each unit or department needs to achieve. These goals are then broken down further until each individual in the organisation understands what they should do to help achieve them. This requires a management process to be in place that cascades top-level goals down through the organisation. Teams and individuals throughout the organisation need to be briefed about what the goals are and what they contribute to the Learning and Development Fund.

To access the “How To...” guides, log on to the BIGGA Members Area at www.bigga.org and click on Member Resources.

“How To...” guides are now available exclusively to BIGGA Members, on a range of Human Resource topics. These short, handy guides provide practical, step by step guidance on a range of subjects. The guides can be downloaded and used to help you develop your knowledge and implement new processes within your workplace.

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2. What was it about the career that attracted you? The beauty of nature which provides us with our finest greenkeeper. Would have imagine myself not being a greenkeeper. I have no idea, couldn’t imagine myself not being a greenkeeper. Would have to be something in the industry but have no idea what.

3. If you weren’t a greenkeeper what do you think you’d be? I have no idea, couldn’t imagine myself not being a greenkeeper. Would have to be something in the industry but have no idea what.

4. Which task do you most enjoy doing and why? All aspects of irrigation because, irrigation systems are one of the most power full tools we have. Excellent moisture management practices to favour the grasses we desire.

5. Which task do you least enjoy doing and why? I would have to be cleaning out the drainage ditches around the course. The reason for this is because we only really do this through the winter months and this time of the year it’s too bloody cold to be standing in a ditch with a shovel removing sloppy mud and any other debris that find its way in.

6. What one thing - other than a pay rise - would improve the greenkeepers’ lot? Clean and hygienic facilities for staff to enjoy their break etc. Providing good facilities will help motivate staff. Who wants to eat a dust filled sandwich whilst listening to the sound of the triple mower at break time? If you have horrible sheds and useless machines why would staff want to go out and carry out their duties?

7. Hobbies? Golf, fishing

8. Favourite Band? Bon Jovi

9. Which team do you support (football or otherwise)? I support my legs because they support me!!! MUFC!!!

10. What is your claim to fame? I don’t have a fame to claim as of yet. Maybe one day though.