



MY FTMI 2014

Kevin Glazier, Deputy Head Greenkeeper at Royal Mid Surrey Golf Club, was one of the delegates on the Future Turf Managers' Initiative 2014 at Ransomes Jacobsen's Ipswich HQ. Here's his report on a "fantastic" week...

On 25 March, the candidates made their journeys from England and Scotland and descended on Ipswich. A tour of the factory was first on the agenda which was a real eye opener for all.

The majority of us take machines for granted when we start work at 6am in the morning, however the attention to detail when a machine is being built is incredible to see from a nut to a cylinder. Jacobsen have a three hole golf course on site which is kept to a high standard by Jamie Hughes – the greens are immaculate. We had the opportunity to play the par three course, and the winner was Gregor Mackintosh from Turnberry with a score of one under par. The day concluded with each delegate completing an 'ice breaker' task, dinner and an insight from Dr Frank Rossi focusing on our futures in the industry.

We had an early start on the Wednesday, with Lorna Sheldon giving a detailed presentation on writing a CV which made us all realise how important CVs really are. Lorna then spoke about all aspects of interview techniques. Effective communication strategies followed later in the morning which was put into practice as we split into small groups to complete a presentation on 'your dream job'. The winner was Sam Evans from Oakland Park Golf Club who spoke about replacing Sam Allardyce at West Ham United. Dr Frank Rossi then returned to present on 'Maximising Performance and Minimising Stress' which we were all lucky

to listen to before he flew back to the States. Frank clearly feels passionately about the subject and was able to present evidence to support his beliefs.

Later in the afternoon, we enjoyed a seminar from one of the mentors, Steve Chappell. Steve is the Head Greenkeeper of the PGA Course at Gleneagles which will be hosting the 2014 Ryder Cup. Steve discussed his career to date and spoke about the volunteering opportunities at tournaments. The evening was completed by dinner and an open forum with Mike Sawicki.

After two intense days the pace continued on the final morning with 'Building a Budget.' This was presented by Lee Strutt MG. Candidates were introduced to budgeting, how to formulate a budget and costings to create their own budgets using Excel. The week was brought to an end by David Bancroft-Turner, who gave a presentation on dealing with club politics. This helped to identify politics in the workplace, how to manage them more effectively, provided tips and suggestions to improve performance and also introduced us to the four different political 'animals'.

For me, being selected for the FTMI was an honour and one that I would strongly recommend to any greenkeeper to apply for. Everyone on the course shares the dream of becoming a Course Manager and the FTMI showed many aspects which you don't think about necessarily when doing the day job.

As one mentor said, being a Course Manager is 10%

greenkeeping and 90% managing. All the seminars were beneficial and highly interesting, but if I had to pick highlights I would go for Lee Strutt's, David Bancroft-Turner's and Steve Chappell's.

Throughout my career I have been told that networking is a great way to learn, meet fellow greenkeepers and get yourself known around the industry.

To speak to 20 other candidates and five mentors was fascinating as you can

discuss aspects of the job you wouldn't normally discuss. The FTMI has made me focus more on what I want from greenkeeping - become a Course Manager.

The skills I have taken away will improve the knowledge and experience I've taken from Gavin Kinsella MG at Royal Mid Surrey.

To conclude this was a fantastic opportunity and one I would like to thank BIGGA and Jacobsen for hosting.

