Tips on Recruiting New Members
The Membership Benefit that Pays

No one knows how beneficial BIGGA membership is to a technical career and personal development better than BIGGA members. If you are a member of BIGGA, you already recognize the benefits that are offered from a dedicated sports turf professional body. If you know somebody who shares our common vision and would benefit from being a member of BIGGA then why not recommend him or her for BIGGA membership?

Help your Association grow by sharing the value of your BIGGA membership with your friends and colleagues and encourage them to join. Every time you recruit a new member, you strengthen BIGGA. A vital and growing BIGGA means greater recognition of the sports turf professional, improved educational and networking opportunities for all members and the advancement of sports turf maintenance worldwide.

You can:
1. Provide a prospect with a copy of Greenkeeper International for reference.
2. Provide information and we can send them a bigga membership information pack.
3. You can direct them to the application form on the BIGGA website.

Continue to Learn 2011
With the launch of the Continue to Learn programme for 2011 in last months Greenkeeper International we have been experiencing lots of interest and bookings.

This year we have introduced the ‘Turf Managers’ Conference’, we have also kept the very popular How to be an Outstanding Manager Workshop, Part 1 is Setting and Managing Expectations and Part 2 is How to Motivate and Engage Your People (this is very popular so if you want a place book quickly).

This year we have also included a Volunteers Workshop, this is for any BIGGA member who is currently a volunteer or is thinking about volunteering on section, region or national committees, it will hopefully give you a better understanding on what is involved.

For those looking at their own personal finances we have a free seminar on Wills and Estate Planning (Tuesday, January 18), it may not be a sexy subject but it is very important. We strongly recommend you attend.

All upcoming conferences are as follows...

**BIGGA South West and South Wales Regional Conference**

This year’s conference is on Friday November 19 at Cannington Centre for Land Based Studies. The theme for the conference is “Changing Times”.

Entry for BIGGA members is £20 with non members £30. A reduced rate of £20 for a non member is offered if accompanied by a BIGGA member.

Places for the day are limited and booking details and information will be sent to all Head Greenkeepers / Course Managers in the region.

Anyone requiring further information or a booking form please contact Jane Jones, BIGGA Regional Administrator on: 01454 270850 or mobile 07841948110.

Membership
Tracey Maddison, Head of Membership, provides a departmental update

**Contact Details**

Tracey Maddison Head of Membership Tracey.maddison@bigga.co.uk Tel: 01347 833800

Clive Osgood Regional Administrator cliveosgood@yahoo.co.uk tel: 01737 819343

Peter Boyd Regional Administrator pj.boyd@btinternet.com Mobile: 07776 242120

Jane Jones Regional Administrator junejones1@btconnect.com Mobile: 07841 948110

Peter Larter Regional Administrator petelarter972@aol.com Mobile: 01476 550115

**For more information on new member log in to the Members’ Area of the BIGGA Website.**

**Scotland**

• Brian Gallacher, Armstrong Clark Ltd, 0131 447 1404
• James Taylor, Notts

**Northern Region**

• Andrew Gilbert, Merit Golf & Graden, 01847 630740
• Clare Gilmore, James Braid & Son, 01778 550144
• Matthew Cross, Mylne & Redpath, 01968 664294
• James McNeice, North West

**Midland Region**

• David King, Merit Golf & Graden, 01847 630740
• Christine Farmer, James Braid & Son, 01778 550144
• Colin Manderson, Mylne & Redpath, 01968 664294
• David Cross, North West

**South East Region**

• John Chesters, Thames Valley
• Graham Plant, South East

**South West/South Wales Region**

• Luke Allan, South West

**Regional Offices**

Scotland & Northern Ireland Tel: 01347 833800

Tel: 0131 447 1404

Mobile: 07776 242120

Regional and National Offices

• John Chesters, Thames Valley
• Graham Plant, South East

**South east Telephone: 01332 207390 Mobile: 07841 650700**

**South West & Wales Telephone: 01872 868484 Mobile: 07841 650700**

**Legal Assistance**

telephone: 0800 174 319

email: legal@bigga.co.uk

**Other Useful Numbers**

• BIGGA Debt Helpline
• Debt Helpline 0800 174 319

**Pays**

The Membership Benefit that Pays

Applications from the BIGGA website membership information pack.

Membership information and we can send them a membership pack.

Provide your colleagues name and contact details and hand them directly.

1. Provide a prospect with a copy of Greenkeeper International for reference.
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**G I**

This will be followed by Simon Watson or Rod Burke from Syngenta speaking on “The Changing Face Of Disease.”

The final presentations in the morning will be made by Rhys Norville, Two Student Of The Year 2009 and Matthew Wurster, Conservation Greenkeeper of the Year 2009 both telling us about their “Experiences In The USA.”

The afternoon session commences with Peter Todd, Course Manager at The London Golf Club who will be speaking on “A Modern Approach “ and he will be followed by Dan Duffy, Head Groundsman at The Liberty Stadium, Swansea and Groundsman of the Year.

His presentation is “A Pitch For All Occasions” and this will give an insight into the diverse requirements of stadium today.
Servicing your most expensive asset

Don’t catch a chill this winter, by cutting corners on a proper shutdown of your irrigation system, cautions Jim Faircloth

Last winter’s extreme cold snap caught many Course Managers and golf club off guard. Having delayed or decided against the recommended winter shutdown procedures to protect their irrigation systems against the cold and frost, many clubs paid the price with damage to sprinklers, pipework and pumps.

When system can cost up to a million pounds, heeding the advice of manufacturers and contractors can save maintenance headaches next season and enhance the operational lifetime of one of the biggest outlays on the course.

“With budgets under pressure and a predicted milder winter on its way, the temptation may have been to once again delay the October shutdown to late November or even December, or – worse – skip shut down altogether,” says Lely UK’s Toro Irrigation Manager, Robert Jackson.

“That’s why it’s essential to do this work in October or November before the frost sets in – December is too late. As we learned to our cost last year, no one is safe from the UK’s increasingly unpredictable and adverse weather conditions.”

Golf clubs in coastal locations have thought themselves “immune” to winter irrigation system damage but last year several of his major links course customers – “who had fortunately taken our recommended shutdown advice” – found themselves under a heap of snow.

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The contractor will depressurise the system and use a compressor to remove the water – ensuring that water will not be left to expand in pipes, pumps and other components when it freezes, “the main cause of damage”, said Robert.

“With budgets under pressure and a predicted milder winter on its way, the temptation may be to delay or – worse – skip shutdown”

Robert Jackson (inset)

“We were having problems with our old irrigation controller. We often didn’t know a problem existed until parts of the course dried out, or faults were signalled – but we didn’t know where to find them in the system.”

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“Aurora controller. An evapotranspiration (ET) meter linked to the system calculates the amount of water needed for irrigation based on prevailing weather conditions and rainfall, to prevent over- or under-watering. The Aurora controller also provides programming to the second rather than the minute, which can lead to large water savings over a season.”

“With the expansion of the course, as well as taking over responsibility for maintaining the driving range, we thought investing in a new irrigation system made the most sense,” explains course manager Mike Ward.

“With our previous system, we had to come on course and use a fan to water parts of the course which were stressed.”

“An evapotranspiration (ET) meter linked to the system calculates the amount of water needed for irrigation based on prevailing weather conditions and rainfall, to prevent over- or under-watering. The Aurora controller also provides programming to the second rather than the minute, which can lead to large water savings over a season.”

“I can run multiple programmes, turn individual heads on and off or different parts of the course, and turn individual programmes on and off as required while leaving others running - the whole system’s extremely flexible.”

“This year Mike added a rain bucket to the system. Setting next to the ET meter, it delivers increased accuracy, he reports, as it compares actual rainfall against evaporation, and can switch the system off if necessary.”

“In 2009 we ended up utilising only about a quarter of our normal water usage in what was a very dry summer, during which we went eight weeks without rain,” added Mike, who identifies several reasons for the savings. The ET meter linked to the system is adjusting the rate all the time and I can also use my iPhone to make adjustments while I’m out on the course, based on what I’m seeing, without having to go back to manually operate the controller all the time.”

“I can log in, find the heads I want to control, make the settings and log off quicker than with other phones. I can also see what you’re operating by name rather than having to carry a separate list of decoder numbers when using the radio.”

“With our previous system, we often had to put in at least 35 new heads at the start of the season. This time round, we simply turned on the new system, everything fired up perfectly and there were no faults.”

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Don’t catch a chill this winter, by cutting corners on a proper shutdown of your irrigation system, cautions Jim Fairclough

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When system can cost up to a million pounds, heading the advice of manufacturers and contractors can save maintenance headaches next season and enhance the operational lifetime of one of the biggest outlays on the course.

“With budgets under pressure and a predicted milder winter on its way, the temptation may have been to once again delay the October shutdown to late November or even December, or – worse – skip shutdown altogether,” says Lely UK’s Toro Irrigation Manager, Robert Jackson.

“That’s a mistake. The truth is, during even the mildest winters, if you don’t take essential irrigation shutdown precautions it is merely luck if your system doesn’t fail,” he stressed.

Now is the time, therefore, to start planning, preparing for and performing irrigation system winter shutdown procedures, adds Robert. Follow the manufacturer’s advice by turning to your irrigation contractor and/or consultant to do this professionally and successfully, he advises.

“Attempting to drain or depressurise your system yourself could be asking for trouble, he cautions. “If you are unwise of the procedure or are unsuccessful, you could put your system – or the health and safety of yourself and your colleagues – at risk.”

The contractor will depressurise the system and use a compressor to remove the water – ensuring that water will not be left to expand in pipes, pumps and other components when it freezes, “the main cause of damage,” said Robert.

“That’s why it’s essential to do this work in October or November before the frost sets in – December is too late. As we learned to our cost last year, no one is safe from the UK’s increasingly unpredictable and adverse weather conditions.”

Golf clubs in coastal locations have thought themselves “immune” to winter irrigation system damage but last year several of his major links course customers – “who had unfortunately taken our recommended shutdown advice” – found themselves under a heap of snow.

Inadequate weather can affect new or existing systems, so the advice remains essentially similar. But an old irrigation set-up can become too problematic to continue in use any longer, as an East of England course discovered.

Glen Lodge Basildon Golf Club in Norfolk was the first course in the UK to feature a complete, fully working John Deere irrigation system, which was officially commissioned at the end of April 2009.

The system covers the club’s existing 18-hole course and an additional nine new holes. More than a year later and the decision to invest in new irrigation is reaping maintenance as well as environmental dividends.

This year Mike added a rain bucket to the system. Slitting next to the ET meter, it delivers increased accuracy, he reports, as it compares actual rainfall against evaporation, and can switch the system off if necessary.

“In 2009 we ended up utilising only about a quarter of our normal water usage in what was a very dry summer, during which we went eight weeks without rain,” added Mike, who identifies several reasons for the savings. The ET meter linked to the system is adjusting the rate all the time and I can also use my iPhone to make adjustments while I’m out on the course, based on what I’m seeing, without having to go back to manually operate the controller all the time.”

Work usually uses his iPhone for on-course control, as it’s “easier, quicker and has a better range than the radio”, he notes. “You can also see what you’re operating by name rather than having to carry a separate list of decoder numbers when using the radio.

“I can log in, find the heads I want to control, make the settings and log off quicker than with other phones. The iPhone also tells you when the system’s about to come on, whereas I sometimes start leaving it running and can catch faults that way.”

“Agronomists love it too, because if you’re not overwatering you avoid the build-up of disease. I can run multiple programmes, turn individual heads on and off on different parts of the course, and turn individual programmes on and off as required while leaving others running - the whole system’s extremely flexible.”

“With our previous system, we often had to put in at least 35 new decoders at the start of the season. This time round, we simply turned on the new system, everything fired up perfectly and there were no faults.”

Some clubs, particularly council-run ones and smaller enterprises, may blanch when service contracts are mentioned but the sense of them is clear to see, says Jon Jinks, Director of Osprey Water Management, who specialises in installing and maintaining irrigation systems.

“Avoiding a frozen system is a key priority as winter comes on,” he stressed.

“Under a service contract, we would drain the system then under-take a commissioning in the spring, refilling with water and checking there are no leaks, that sprinkler heads turn correctly and deliver the correct amount of water in the correct arc and in an even pattern. As irrigation systems are closed, leaks can be detected if pressure levels fluctuate.”

Clubs that decide to forego servicing and do not drain their system run the risk of a costly outcome.

“Pumps are made in cast iron and can split if temperatures fall low enough.”

“My first thought then was to ensure a thermostatic heater was installed in the pump house, which comes on when temperatures reach a critically low level.”

With their most expensive asset at stake, many clubs choose to be prepared and safeguard their irrigation systems before the cold weather arrives. Not only does it protect against costly damage, but also saves time and money in the long run. As the saying goes, “Prevention is better than cure”.

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to agree individual goals (see ‘How to Develop an Appraisal System’, and ‘How to Prepare for an Appraisal’). What is important is that you get it right for your organisation.

1. Cascading goals

A goal definition should do to help achieve them. This requires a management process to be in place that cascades top-level goals to lower levels. Teams and individuals throughout the organisation need to be briefed about what the goals are and what they should do to help achieve them. This requires a management process to be in place that cascades top-level goals to lower levels. Teams and individuals throughout the organisation need to be briefed about what the goals are and what they should do to help achieve them.

The formation of goals that set out what a business is aiming to achieve is a key part of business planning.
Cascading goals means breaking down the organisational goals into a series of smaller goals that describe what each unit or department needs to achieve. These goals are then broken down further until each individual in the organisation knows what they need to do.

Teams and individuals throughout the organisation need to be briefed about what the goals are and what they need to do to achieve them. This involves setting clear and measurable outcomes for each goal.

There are three key components to cascading goals:

1. **Definition**
   - A goal describes a measurable outcome or result that needs to be achieved.

2. **Cascading goals**
   - Goals are broken down into smaller, more manageable goals that describe what each unit or department needs to do.

3. **Individual goals**
   - Each individual within the organisation is given a specific goal that they need to achieve.

In some areas of the organisation, it may be enough to cascade goals down to the team level (e.g. in administration or production teams where they work together more as a team than as individuals). For some it is more appropriate to cascade goals down through the organisation.

To agree individual goals (see ‘How to Develop an Appraisal System’, and ‘How to Prepare for an Appraisal’). What is important is that you get it right for your organisation.
Speedcut treatment for golf courses

Speedcut Contractors work across all sportsturf sectors, from construction to drainage and renovation – and they have a wealth of golf course experience gained during more than 30 years in business.

Recent golf course projects have included Dunbar Bridge Park Golf Club, Kent, where Speedcut has been reshaping and reconverting tee areas and bunkers, while at Castle Royal Golf Club in Berkshire the company dredged and lined a large lake. At Blue Mountain Golf Club in Berkshire, Speedcut reconstructed two tees that were affected by heavy snow last winter while at Chislehurst Golf Club in Kent the company installed green surrounds drainage and Gwazae- aerated half the greens in preparation for the winter.

Speedcut’s laser-leveler for renovating tees has been in action at golf clubs across the country – including Foxhills Golf Club and Resort in Surrey where they have completely renovated several tees. At Foxhills they have also installed full recontouring tees and bunkers, while at Castle Royal Golf Club, Kent, Speedcut has been heavily used on golf courses (and racecourses) across the years in business.

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Speedcut treatment for top golf courses

Speedcut Contractors work across all sportsturf sectors, from construction to drainage and renovation – and they have a wealth of golf course experience gained during more than 30 years in business.

Recent golf course projects have included Sundridge Park Golf Club and Resort in Surrey where they have completely recontoured tees and bunkers, while at Castle Royal Golf Club in Berkshire the company dredged and lined a large lake.

At Blue Mountain Golf Club in Berkshire, Speedcut has built new horizons for maintaining your environment. To advertise within or email please contact Kirstin on 01962 733222.

At Piltdown Golf Club in East Sussex, Speedcut has built Repton Short Course ‘Signature Island Green’. Photo courtesy of Rudding Park

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Recruitment

EXPORT REGIONAL SALES MANAGERS
BASED WITHIN CONTINENTAL EUROPE

Due to our ongoing growth strategy for 2010 and beyond, we have a vacancy for two Export Regional Sales Managers to join our expanding sales team. This is an exciting time to be joining Ransomes Jacobsen, with new product launches coming on stream throughout 2010 and in the future.

The two positions cover Central Europe and Southern Europe.

As an Export Regional Sales Manager you will be required to implement our sales strategy across your territory, analyse market potential and consistently achieve your sales targets. New Business development will be a major function of this position with a focus on increasing market share within your region.

The successful candidate will have excellent interpersonal, written and spoken communication skills, educated to A-Level/Degree standard, IT literate and have a solid understanding of turf-related industries.

The position will require considerable amounts of travel, with the inevitable time spent away from home for extended periods. Language skills will be regarded as highly desirable, but not essential.

It is envisaged that the person accepting this post will be based within the allocated territory, at a location able to offer the best possible travel links and market exposure. A company relocation package would be made available if appropriate.

If you would like to be considered for this position, please contact Carol Mellelieu, H R Manager Ransomes Jacobsen on +44 (0) 1473 276214, or by email to: cmellelieu@tjp.textronx.com

Ransomes Jacobsen Ltd
West Road, Ipswich, IP3 9TT UK
Tel: +44 (0) 1473 270000
Web: www.ransomesjacobson.com

Driving Environmental Performance

Erewash Valley Golf Club
GENERAL MANAGER

Erewash Valley Golf Club, founded in 1905, is a multi-national private members club and one of the premier courses in the East Midlands. The club has a large active membership that enjoy fine facilities in the recently expanded clubhouse, which provides a wide range of social activities combined with excellent dining.

Reporting to the Chairman of the Management Committee, the General Manager will be responsible for the day-to-day operational aspects of the club, with the authority to manage and develop a professional team, ensuring that an efficient and cost-effective service is delivered for the members.

The ideal candidate should have proven management experience with the skills to manage the day-to-day operational and be able to demonstrate:

• An appreciation of the traditional values of a private members golf club.
• A track record of success in management at a senior level with considerable organisational, motivational and interpersonal skills.
• Marketing strength to focus on membership recruitment and membership retention.
• Proven business skills with the financial acumen to set/manage budgets and prepare financial reports.
• Experience in Employment Law and Health & Safety Legislation would also be beneficial.
• Commercial acumen, which is essential to maintain business development opportunities to make best use of the recently expanded clubhouse facilities.
• Self-managing IT skills, ideally including experience of golf club database and accounts software.
• A flexible approach to working hours.

Applications, which should include a full CV, will be receipted in the strictest confidence and should be directed to: The Chairman, Erewash Valley Golf Club, Golf Club Road, Stanton-by-Dale, Ilkeston, Derbyshire DE7 4QR, or via email to: secretary@erewashvalley.co.uk

The closing date for applications is 20 August 2010.

Golf Course Manager/Head Green-keeper

East Brighton Golf Club invites applications for the position of Course Manager/Head Green-keeper.

East Brighton is an 18 hole private members club, formed in 1893 and redesigned by James Braid in 1908. The course is nestled in spectacular down-land countryside with breathtaking coastal views and is located just 2 miles from the city centre of Brighton.

In the club, the course is playable throughout the year without the necessity of temporary greens or tees.

Applications are invited from those who are:

• Qualified to NVQ level 3 or equivalent.
• A hands-on player able to mentor others.
• Enthusiastic and a committed person, with a hands-on approach to green keeping and greens keeping management.
• Possesses an eye for detail, with the ability to control and manage a budget in line with the business requirement.
• Hold appropriate first aid and preferably chainsaw certificates.
• Fully conversant with up to date Health and Safety regulations.

Salary and benefits package will be commensurate with the experience and qualifications of the successful candidate.

Requests for an Application Pack including a Person Specification should be sent to: The General Manager, East Brighton Golf Club, Random Road, Brighton BN1 5HA or by e-mail to: george@ebgc.co.uk

Closing date for applications: 22nd November 2010.

Quick ‘Nine Hole’ Quiz Answers:

1. 1985
2. Manchester United and Manchester City
3. 11 hours and five minutes
4. Real Madrid and Intercontinental Cup (1960)
5. 106 Met Out
6. Gary Lineker
7. 1977 Tom Watson and Jack Nicklaus
8. 18th Hole of Pine
9.Unexpected