Around The Green

East Midland

Ah, the long dry summer. Sees a disttant dream now! I blame myself. I was foolish enough to let the monthly newsletter to my members at the end of June, where references to drought were mentioned. As I worked this the dry summer has broken by a thunder storm over our course, and conditions, but by the time you are reading this he’s hoping for the best. So, we are going to do wonder though just what we as greenkeepers would prefer. Long dry summer, sunny and cool.

Back at activities in our Section now, and first details of the Summer Tournament and national Championship qualifier that was held at Rothley Park. Thanks as always to our sponsors for the day, which were, Countrywide farmers, Henton and Chettle, Banka Amenity and Tacit. Winners were Cat 1, Paul Paul 38pts; Cat 2, Mitchell McGilp 37pts; Cat 3, J.G. Milne 36pts.

Well it never ceases to amaze me the many differing conditions we are faced with and our wonderful ability to diagnose and display the correct summer. Congratulations to all who have managed to retain the trophy by the both of you from us all. The course was in fantastic condition and thanks to Nigel Collins the head greenkeeper for his effort and hard work. Congratulations to the committee as Vice Chairman Paul Frith, 38pts; Cat 2, Mitchell McGilp 37pts; Cat 3, J.G. Milne 36pts.

Congratulations to Vince Gilroy on his appointment as the new manager of Hermitage Golf Club.

All members and trade alike look to the website for information. All new members are urged to contact me if they have one and don’t forget we are still running meals after the golf.

Next month is that Euan Rankin, from McDonald Greentech. A thank you to all our other trade members who consider us for your fertiliser needs and keep it central. Courses being played in the next update, don’t forget that having 20 trainee digger drivers at Forest Hill GC is a real news and my thanks to our newsletter to my members at the end of October, where references to drought were mentioned. As I worked this the dry summer has broken by a thunder storm over our course, and conditions, but by the time you are reading this he’s hoping for the best. So, we are going to do wonder though just what we as greenkeepers would prefer. Long dry summer, sunny and cool.

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South West and South Wales

Hi Everyone!

Firstly, Here’s hoping that you are all well and are looking forward to the Autumn renovation and the subsequent comments of approval and encouragement for members. The Summer tournament was held at Glynhir Golf Club and as 23 players enjoyed the warm (after a wet week) August weather on the members and golf course that was in great condition, which was a credit to HKG Kevin Griffiths, Darly Jones and the rest of the Greenstaff. The buffet meal was excellent, as were the prizes, which were provided by the day’s sponsors, Tacit, represented by Steve Milsom. Tacit were generous sponsors for sponsoring our section once more.The results were as follows 1. Darryl Jones, Glynhir, 37 pts; 2. Nigel Ruck, Glynhir, 31 pts (b/h); 3. Wayne Bennett (Gllyhir, 31pts). Nearest The Pin: Nigel Sandquest, Glynhir, Longest Drive: Mal Kilbride, Newport.

East of England

Our second golf day of the year was played on July 15, at Tydd St Giles Golf Club. The day was spoilt a little by the Fore Turf Care and Barwoods Groundsmen, many thanks to them for their continued support.

The results were as follows 1. G. Macdonald; 2. B. Robinson; 3. D. Belia

Many thanks to all at Tydd St Giles for their hospitality, the food provided and the condition of the golf course.

Our next golf day is the eagerly anticipated Greenkeepers vs the US Open at St Andrews. This month I want to tell you about my time at The Open. Most people arrived on the Wednesday which was the main practice day, and we have a look around the Old Course. St Andrews could do no wrong to me and I was totally unprepared for the beautiful and distant views of Scotland. I still don’t understand why I thought it was a good idea to leave my water bottle and phones behind! But anyway, I was walking around one of the great golds and I thought, why was I not going to let the weather rain this, just wished I could enjoy it as I am a native of NY. By the time we were ready to enjoy watching some of the big names play their practice round the weather changed all of this. However, I managed to find my way to the driving range, I was a little taken back to see Tiger Woods at the driving range, I was like a little kid in a candy shop, watching the pros “smash” balls for fun, however, I did have to laugh at myself, I wanted to see so much! One of the highlights of the weekend was the opening pro event and we were given our matches for the event. My first group for the Thursday was with Todd Hamilton, the US champion. My second was with Steve SAunderson who was rather terrible, I was not going to let the weather ruin this, just wished I could enjoy it as I am a native of NY. Pity that I was not brought up playing golf.

Congratulations to Gavin Moore, from Laurenscott Golf Club who has earned himself a place in the national final of the Toro student of the year 2010. On behalf of the section I would like to wish Gavin every success in the coming year and we will get it in the next Sawtor News.

Steve Hasell, Cannington College Lecturer/Programme Manager.

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Around The Green

South West and South Wales

Hi Everyone!

Firstly, Here's hoping that you are all well and are looking forward to the new season and the subsequent comments of approval and encouragement for members of the South West and South Wales.

The Summer tournament was held at Glynneath Golf Club on Monday 23rd May and 25 players enjoyed the warm weather (after a wet start to the week) with a mano- mano and golf course that was in great condition, which was a credit to HMG Kevin Griffin, Darryl Jones and the rest of the Greenstaff.

The buffet meal was excellent, as were the prices, which were paid for by the day's sponsors, Tacit, represented by Steve Melbourne. Thank you Tacit for sponsoring our section once more.

The results were as follows: 1. Darryl Jones, Glynneath, 37 pts; 2. Nigel Ruck, Glynneath, 31 pts (b/b); 3. Wayne Beagle (Ely), 31pts. Nearest The Pin: Nigel Sandquest, Glynneath, Longest Drive: Mahilar, Newport...

South Wales

Hi and welcome to the April newsletter.

The annual Greenkeepers V Invitational event was held at Stover Golf Club on Sunday 18th April.

The course was in excellent condition, thanks to Vince and the rest of the Greenstaff.

his team for all their efforts.

Lastly, thanks to the sponsors Tacit for their ongoing support of the event. Great people on the wine drinks are as the same names crop up each year.

On behalf of the section I would like to wish Gavin every success in his new venture.

With a clubhouse this time.

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Astonished. The Golf Day and AGM at Stover Golf Club.

It was a gale, at least it didn't rain.

As I write, preparations are well under way on the course.

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South Coast

Hi all,

Hope your summer is going well, as I write this in early August the weather forecasters are predicting a heatwave. If that's the case with a cooler changeable weather, we will see.

Firstly the results of the summer tournament held at Glynneath Golf Club in July. This is our invitation day sponsored by Tacit, the prize table consists of wine (lots of it). Results: 1. Chris Bitten and Clive Coke, Stoneham, 2. Tony Gadd and Kafifah Hadji, Torbay, 3. Steve Christopher and Stephen Rayment, Barton on Sea, Longest Drive: Chris Bitten, Nearest the Pin – Tony Gadd.

Sponsorship

What a great that was, not what I would expect from the US loved him. Dressed in a gold jacket, wearing the gold medal of his passion and enthusiasm for education, and that fantastic character he is, once met, never forgotten. I had the privilege of attending a talk and later working alongside Steve at The Belfry. I would like to congratulate him on all he has done for Greenkeeping.

For me, this was rather a quiet day, this time I was with Ricky Fowler and Matt Kucher, two of the greats. With being rude, I'd never heard of Ricky Fowler before, people asking me that he was the next big thing and everyone in the US knew him. Driven to one of the greatest places in golfing his best day was ruined when she was missing a green on the front 9, out, by this time John Daly and the rest of the group were standing on the 18th, this meant I had most of the day to myself.

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Watching him play was amazing, his ball striking was so pure, I don't even recall him missing a swing for the whole day. I know that he didn't go in any bunkers all week.

I would like to thank every one who attended The Open. Being with such a great bunch of people for the week was fantastic. For such a “real life” matter we maybe in the next big thing, but for me it was a gale, at least it didn't rain.

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SEPTEMBER 2010

South East Region

John Fullager, Steve Ellis and tour of the magnificent county event at Herne Bay Golf Club. Sons for the invitation.

Turbin, of Ernest Doe. Less said but, I’m pleased to say, our team presented the course brilliantly although several excursions side of things had materialised I knew it the day had arrived grovelling to the wife but before putting, pitching, driving and been a heady mix of fine tuning, ah-ing, and being brave enough to make a decision without con-

To make a decision without con- tion of numbers a week prior to saying that we need confirma possible will be able to join us on and I hope as many of you as have been very lucky this year away rapidly as I (again) got

The moral of this story is keep yards in the Tee Box. James Tuckwell thanked Bentley Golf Club and Mark Stroops and his team for a fair day and the compliments about the courses’ condition flowed. We were very sorry that Neil could not be with us on such a great day, he was greatly missed. Robbie assisted James in the running of the day and we all enjoyed the fine hospitality that we were given. Our thanks once again to Lindsey, Will Lid and Bentley Golf Club.

I spent five very happy days up at the Open Golf Championships in St Andrews with the Famous Five books, her charac-

had to arrange more BIGGA

comments about the courses’ irrigation water storage tank, although dry, had excellent and

The Tuckwell Golf Team Championship was held at Bentley Golf Club; Tuesday, July 20 a great scene for the three man teams that took part, with a greenkeeper and two club officials making up the team. First place went to Romford Golf Club with 57 points for the Texas Seniors and 56 points for the combined. Ian Wool’s 25 handicap with his team mates 3 & 4 giving a combined 32 and with just three shots play with the end result was a great score. I understand they had three yardages in the Lee Tuckwell thanked Bentley Golf Club and Mark Stroops and his team for a fair day and the compliments about the courses’ condition flowed. We were very sorry that Neil could not be with us on such a great day, he was greatly missed. Robbie assisted James in the running of the day and we all enjoyed the fine hospitality that we were given. Our thanks once again to Lindsey, Will Lid and Bentley Golf Club.

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Epsom GC was managed by our new Dad, Mark Harvey, has been the scene of two mishaps and I hope many of you as of me to join us on September 15. It goes without saying that we need confirma-

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South East Region

Kent

You know how it is. Sometimes things that seem implausible happen. There I was, trying to enjoy a pleasant day at the golf course as Barry Bradshaw, Mark Roach and Pete Leeves for making the round so enjoyable and to Steve Vogels, from John Shaw and Partners, for bravely winning a hopefully substantial bet by wearing the comedy shirts on the day.

Local knowledge proved to be key (not surprising bearing in mind the pin positions and the results were as follows: Phil Hirst 33 pts; 2 and 3 were the Dynamic Duo from North Foreland of Adam Rudkin, my new near neighbour and older, losing my hair etc. Chris Turbin, of Ernest Doe. Less said about the above team + an old Surrey Section's guest welcome too.

By the time you lot read this, the next event will be only six days away – the sun will be setting on that venue that is King's Hill Golf Club. We really have been very lucky this year, having played so many great courses and I hope as many of you as possible will join us on September 15. It goes without saying that we need confirmation of this event at least a week prior to the event so please call me to let me know if you’re coming.

Prior to that, I’m off on my holidays to Egypt where I’m hoping the sun will actually shine while we get the rain we so desperately need at home.

take care and enjoy one all

Best of British

Rhiannon101

@Rhiannon101

@Kentgreenkeepers

@78824_103755

The Tuckwell Golf Team Championship was held at Bentley Golf Club, Tuesday, July 20 (a second green fee for two three man teams that took part, with a greenkeeper and two club officials making up the team. First place went to Romford Golf Club with 57 points for the Texas Section recently seeing a bit of boom in the industry, but only three arrived. Terry was on fire, Ian putted, he had his hands, both hands, all over the shop and played a true stroke of genius.

I understand that three days later, in the James Tuckwell thanked Bentley Golf Club and Mark Stropis and his team for a fine day and the compliments about the courses’ condition flowed. We were very sorry that Neil could not be with us on such a great day, he was greatly missed. Robbie assisted James in the running of the day and we all enjoyed the fine hospitality that we gave. Our thanks once again to our Sgt, Bill Lidd and Bentley Golf Club.

I spent five very happy days up at the Open Golf Championship in St Andrews with the Famous Five books, her characters didn’t ride powerful motor cycles along country roads but instead rode horses, and all islands returned said kindly to their mummies and daddies.

Epsom GC, managed by our new Dad, Mark Harvey, has been the scene of two more mishaps and I notice the departure of a visiting Worthing resident, possibly over our course, by consequent reason, Mark finally persuaded him to leave by reversing his pick-up into the said representative’s new car. An accident; some damage, but I had heard that it has been contemplated at other clubs in Surrey.

The second event was the complete demolition of Mark’s irrigation water storage tank by forces unknown. Surely the damage to a new car and the destruction of an old water tank in the same month must be a complete coincidence.

I was, however, extremely grateful, for Les ‘the f’ly’ Coomes, Windlesham GC, is fly-casting the waters of Surrey golf, by sitting in the hopper trout that weighs over 20lbs. He’s the best for so far this season. Any trout that Les captures at 20lbs or above is not to be fiddled, baked or smoked but will be put to the lottery to be stuffed, mounted and then displayed in the confidence of Chancellor Coomes along with Les’s other antiques and objets d’art.

Tunbridge wells raised Sussex Section at Haywards Heath GC, on August 5, and successfully defended their title. Tunbridge Wells is a three-man team event. Yours truly, Anthony Lamb, and Tony ‘Lair’s Bremer narrowly escaped incarceration and bungling before fleeing back to their Surrey homeland. Thanks to Peter Ray and his team for a course that was very enjoyable to play and because of some recent rains we had a wonderful display of the normal green, green grass of home.

Winning Captain – Steve Range, from Hartwood, Win\n
ning

Adlington Palace GC hosted a Supporters’ Day, on July 28, and the above team + an out of control member, Douglas Jobling, from Tunbridge Wells frenzied put his team for winning the single event. Despite our disappointment, we realised that the course, although dry, was fantastic and fast, all due no doubt to the instructions left by the holiday Course Manager, Ronnie Christie.

When Enid Blyton wrote the

September already and it is noticeable how the nights are beginning to pull in with the start of Autumn just around the corner. A depressing thought and this year’s New Year would have been a day at the super bowl if not for the postponement of the event and left to 2020 to make up for lost time. I wonder how many of these golfers managed to fulfil their own ambitions in these very testing times.

As you will read in the Chairman’s Column, BIGGA attended a meeting at the NEC to discuss the future of trade shows in response to pressure from a number of companies. There is no doubt that exhibitions in general are not as strong as they used to be and both the IOG and ourselves need to look at how we can evolve and adapt to suit a changing market. BIGGA has managed to retain its exhibitors and will we hope be able to recommend to trade shows to bring back to Haywards Heath GC, to their mummies and daddies.

My last paragraph is to congratulate Linfield Park GC, Lingfield Park racecourse, Mar\n
riott Hotels and sponsors Vines BMW, who were creating an exciting venue for an activity holiday and week-end break for those desperate need at home.BIGGA Open Support team. I thoroughly enjoyed the experience, meeting up with old friends and learning one or two things to boot, the camaraderie and friendship is something I will never forget, thank you to all those that made it such a worthwhile trip. What a course! You ever get the opportunity to play or walk the course, grab it by the collar and make a day of it, it really is the true test of golf.

The Knockout competition is down to the semi-finals stage and we will have a new winning team this year, with the overall winner’s prize to be awarded at the National Championship, sponsored by Kibworth and Char\nterhouse.

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If you have any news for inclusion in this section of the GI magazine or on our website www.essexbigga.co.uk then please contact me at esses\nbigga@talktalk.net or on 07764- 862.337

Arnold Phipps-Jones

Press Officer

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@ArnoldPhippsJones

Press Officer
### Diary of Events

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<td>Wednesday Nov 3rd</td>
<td>Hilltop Autumn Section</td>
<td>Dearnwood Park Golf Club</td>
<td>Adam King at <a href="mailto:ajk@radley.org.uk">ajk@radley.org.uk</a> or 01225 543119 or mobile: 07778 569158</td>
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<td>Royal Highland Centre, Edinburgh</td>
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01633 896263

Visit www.bigga.org.uk/events to view the list in full.
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”.

The day will begin with a presentation entitled “The Effects Of Climate Change” and given by Felicity Liggins from the Meteorological Office, Exeter.

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

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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 has their own performance goals. In this way, progress throughout the organisation is measurable.

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.

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 agree goals directly with individuals, particularly in team-based environments.

1. **Cascading goals**

   *Definition*

   Cascading goals describes a measurable outcome or result that needs to be achieved. This requires a management process to be in place that cascades top-level goals down through the organisation.

   The formation of goals that set out what a business is aiming to achieve is a key part of business planning. It is important to consider how these goals link together to form a coherent strategy for the organisation as a whole.

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

   The “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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