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ROYAL WINDSOR '86

The main event for the Professional Groundsman, Greenskeeper, Landscape Architect, Estate Owner and Manager, Site Operator and Local Authority Employee.

The finest opportunity to see a whole range of developments, discuss services and techniques with experts, and check-test the latest in machinery and equipment.

Venue: The Royal Windsor Racecourse, Maidenhead Road, Windsor, Berkshire. **Dates:** 16th, 17th and 18th September 1986. **Times:** 10 am till 5 pm daily. **Entrance:** By Catalogue £1.50. Complimentary admission to IoG Members.

How to get there: (Windsor is just 22 miles west of London). *By Road:* A few minutes off the M4 Motorway (Junction 6) on the Windsor-Maidenhead road (A308). Ample car parking facilities available at £1.50 per vehicle. Coaches free. *By Rail:* Frequent services to Windsor from Waterloo, Reading and Paddington with connections to all parts of the country. A complimentary coach service direct to the Exhibition grounds will operate each morning and afternoon from Windsor & Eaton Central and Riverside stations. *By Air:* Close to London Heathrow and convenient also for London Gatwick airports.



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19-23 Church Street, The Agora,
Wolverton, Milton Keynes,
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Telephone: Milton Keynes (0908) 311856



GOLF

GREENKEEPING

and Course Maintenance

The Official Magazine of the
British Golf Greenkeepers'
Association

Founded 1912

The Association is affiliated to the
English and Welsh Golf Unions

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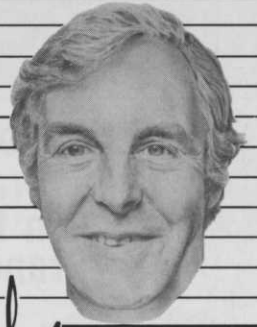
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Greenside Comment...



John Lelean

Waves of apprehension among the Meadow Grass

The widely reported decision of an Industrial Tribunal in Dundee that the Head Greenkeeper at Carnoustie was fairly dismissed has created a few ripples through the ranks of the greenkeeping profession.

Carnoustie has not hosted the Open Championship since 1975. It was reported they had been told the course would not be retained on the R&A list if they continued to use a phosphate fertiliser, which encourages the growth of annual meadow grass.

According to evidence given to the tribunal, the Head Greenkeeper was given a second written warning after a visit to the course by the consultant agronomist to the R&A. He was dismissed in June 1985 following a further visit by the consultant who stated "the course would hardly pass muster as a third rate suburban track". The tribunal was also told six tonnes of phosphate fertiliser had been applied to the fairways, only weeks before his dismissal and against the advice of the R&A's consultant.

Since the sacking and under the new Head Greenkeeper appointed last November dramatic improvements have been made to the course including the rebuilding of 36 bunkers though the fairways were said "to be still contaminated with ryegrass".

Against this weight of evidence the Tribunal found the dismissal was fair on the grounds of 'gross mismanagement and incompetence'.

Greenkeepers throughout the land have now expressed concern for their future careers should they deviate from the advice of the consultant agronomist. Greenkeeping is not the same as it was 20 years ago for the majority of courses in this country. The growth of the game has increased out of all proportion to the number of new courses under construction, with the resultant pressure on the greenkeeper to provide an acceptable playing surface seven days a week for most of the daylight hours.

Techniques, philosophies and policies change, because we are living in dynamic times. Keeping abreast of change is now part of a greenkeepers principle function.

New techniques are bound to lead to divergence of opinions, those for and those against. Neither right nor necessarily wrong. It might be just a matter of timing, or the vagaries of a British climate which will be the deciding factor in an adjudication by laymen, who do not know their poa from their fescue.

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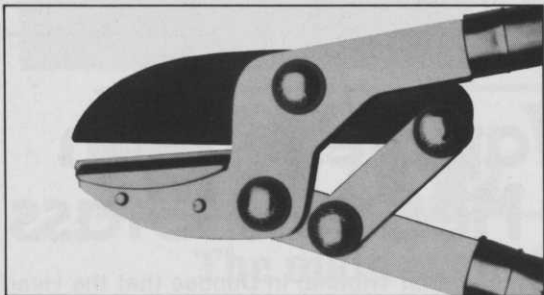
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Next Month

There is no magazine in August. The next issue in September will feature the Windsor Show, the BGGGA Annual Tournament and all the latest information on the proposed amalgamation of the Association.

NEWS Round-up

Lever action develops efficient 'Drawing' blade action for new C.K. Branch Cutters



Two new sturdy, medium sized branch cutters of the 'anvil' type have been added to the C.K. range of garden tools by CeKa Works Limited.

Each Tool incorporates a ground anti-corrosion coated blade attached to a lever mechanism which develops an efficient 'drawing' action during cutting, this results in a much cleaner cut achieved with minimum effort.

The two models available are No. 5041, with tubular aluminium handles, plastic grips and an overall length of 25" (64cm) and No. 5042, with longer 28½" (72cm) hardwood handles for the heavier duty lopping of branches up to 2" (5cm) in diameter.

Retail prices of the two new C.K. items are £21.00 and £24.00 (inc. V.A.T.) respectively.

HEEVO

A COMBINED WINCH AND ANCHOR

The Heevo is a hand operated winch and anchor, combined in a unit which is easily portable, totally independent and capable of a pull exceeding 1,000 lbs. (450kg).

In operation, the fork is pressed into the ground, the pole inclined away from the load and held by the operator with one hand while the other turns the winch handle. As the cable comes under tension, the fork is pulled further in to anchor the pulley at ground level and prevent the pole from rotating when the winch handle is turned.



The Sycon Heevo keeps the winch at a comfortable working height and enables the operator to hold the load by leverage down to a ground level pulley and anchor. Tests have included hauling a car up a 1 in 3 gradient. Top inset shows the standard fork ground anchor and below the optional spade anchor.

Ideal for getting machinery out of trouble on the golf course, the Heevo is priced at £49.50 (incl. VAT).

RiteFeed

Natural Goodness

NEW EDUCATIONAL AND TRAINING SECTION AT WINDSOR SHOW

This year has seen an unprecedented demand for space at the IoG's Sports and Leisure World Trade Exhibition at the Royal Windsor Racecourse (16-18 September). All space has now been allocated and, for the first time at Windsor, a waiting list has been introduced.

The importance of the Institute's Education and Training Section has grown in the same proportion. In order to accommodate the increased number of colleges and other educational bodies attending, the Institute of Groundsmanship has decided to allocate the whole of the prestigious Parade Ring at the east of the racecourse to an entirely new Education and Training Centre.

Each educational and training enterprise will be apportioned an individual unit - 15 feet deep x 10 feet wide - within a run of tented accommodation. Every single one will be fitted with wooden flooring, carpet covered, and provided with overhead lighting and a power socket, a table and two chairs.

In addition to colleges, leading national educational bodies will also be invited to join in this exciting new venture: The National Turfgrass Council; The Sports Turf Research Institute; The Forestry Commission; and the Health and Safety Executive. The BGGGA have also been invited and have accepted a stand space.

Among other who have been asked to participate are:

- The Association of Playing Field Officers
- The British Agricultural and Garden Machinery Association
- The British Association of Golf Course Constructors
- The Department of the Environment
- The English and International Golf Greenkeeping Association
- The Institute of Horticulture
- The Landscape Institute
- The Royal Society for the Prevention of Accidents
- and The Sports Council

ISEKI

INTRODUCE ANOTHER NEW COMBINATION AT THE ROYAL

ISEKI TX 2140 hitched to 1.25 ton capacity TIPPING TRAILER has been well accepted throughout the agricultural and Horticultural Industry. The power and speed of operation ensures the operative a fast turn round of almost any load. The versatility of the ISEKI tractor can be seen on the photograph with the added Mid-Mounted Mower attachment.





Royal treatment

Give your greens a regal look
with Jacobsen

Want greens fit for tournament play? Jacobsen Greens Kings and Greens Mowers give them the royal treatment.

Greens King IV (foreground) follows the greens' contours. Fully articulated, individually controlled reels let you maneuver around the edges. Reels steer in the direction turned—so there's no drag, scuffing or streaking. Power backlapping, without disassembly,

saves sharpening time and insures a quality cut. Convenient foot pedal delivers smooth, variable speed control.

The Jacobsen Greens Mower (background)—first on the green for over 60 years! It offers you a rugged frame for durability and precision. Yet the Greens Mower is lightweight, perfectly balanced and easy to handle.

It delivers the smooth tournament quality cut demanded by pro golfers.

So get the Jacobsen Greens King or Greens Mower. And give your greens the royal treatment.

**Morrison Industries Limited,
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Telex: 818861**

**JACOBSEN
TEXTRON**

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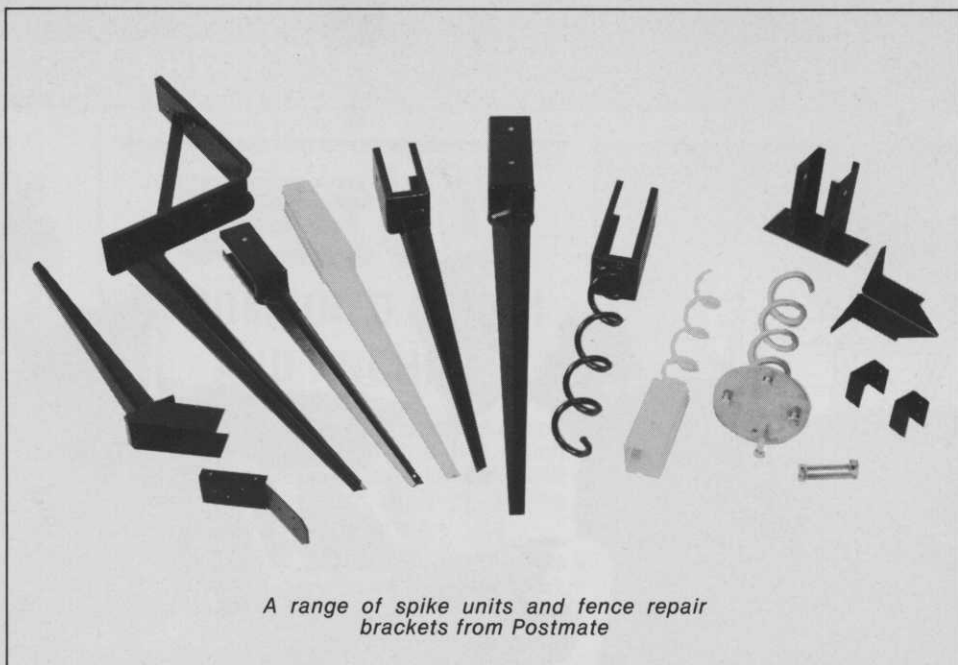
NEW COMPANY MANUFACTURES POST- SITING EQUIPMENT

Postmate Limited, a New Enterprise company based in Birmingham, is manufacturing a whole range of post-siting equipment. The range covers drive-in spike units, post repair brackets, brace kits, concrete coil units, rail repair brackets, base plates and panel clips.

Standard finishes are epoxy-coated polyester in brown, matt black or white. Many other specialist fixings are manufactured and they are currently establishing a nationwide distributor/stockist network.

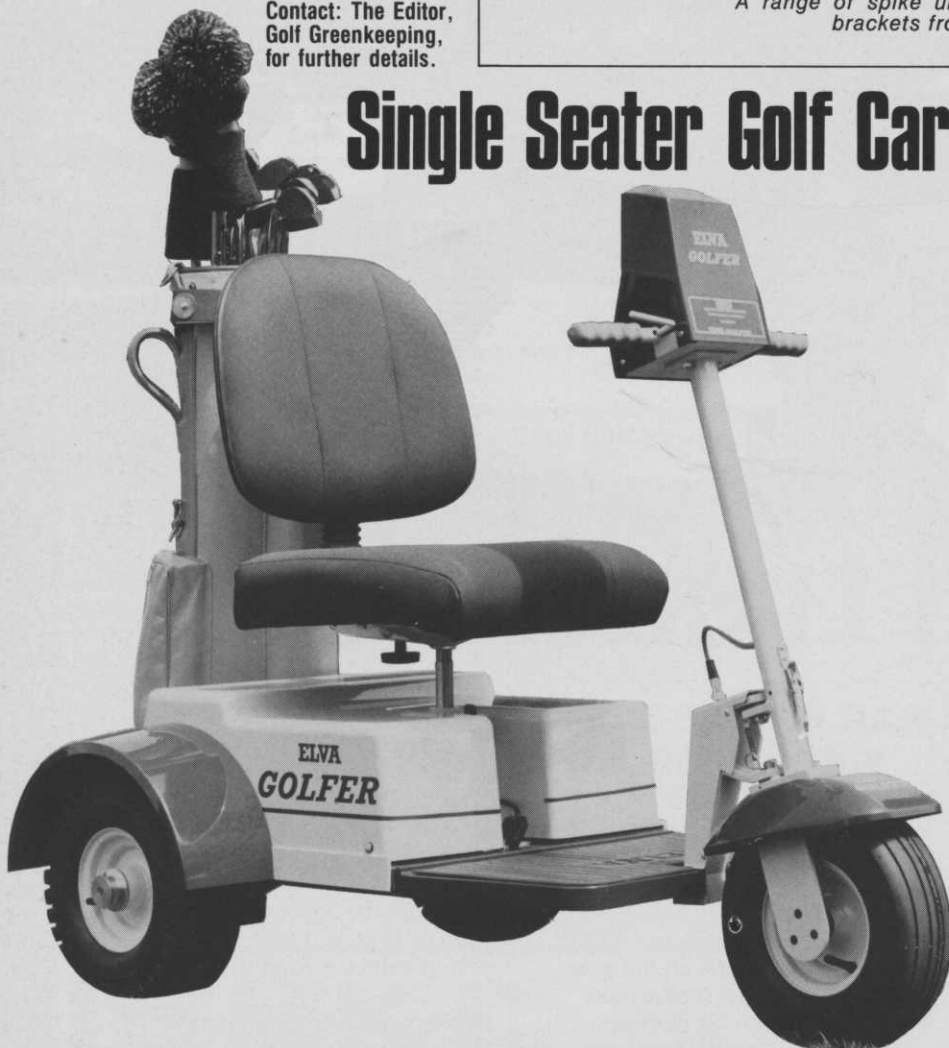
This progressive company has already obtained substantial contracts for its fencing equipment. Colour brochures, prices and lists of distributors are available on request.

Contact: The Editor,
Golf Greenkeeping,
for further details.



A range of spike units and fence repair brackets from Postmate

Single Seater Golf Cart



A compact electric golf vehicle designed specifically for British courses was unveiled at Wentworth prior to the PGA Championship.

Priced at under £2,000, it makes individual vehicle ownership a viable proposition for the first time.

The ELVA "Golfer" has been developed following extensive research into the requirements of clubs and their members, with a view to overcoming the objections to golf vehicles by some clubs.

The new vehicle is a stylish, single-seater machine which will not damage the fairway, can be carried in a small hatchback and is maintenance-free.

Unlike their American counterparts, British clubs do not generally make provision for special vehicle tracks. A major consideration therefore, was that the Golfer should not damage the course, even in the wettest conditions.

This has been achieved by the use of maximum adhesion tyres coupled with a proportional speed control which prevents fierce acceleration or braking. Tests on some of the hilliest courses in the country have shown that the Golfer will climb the steepest of gradients on wet grass, without marking the turf.

The compact dimensions of the "Golfer" will also appeal to the club professional interested in the growing business of hiring vehicles out to players, as he will not need to set aside large areas for parking and storage.

The ELVA Golfer has been engineered for the comfort and convenience of the driver. It is equipped with a fully adjustable weatherproof seat and umbrella mounting. Two adjustable straps fitted with quick-release clips secure the golf bag to a rear platform.

Powered by two 12V semi-traction batteries which drive a motor on each rear wheel, an overnight charge from a normal 13A socket is sufficient for 18 holes with power to spare.

The all-British Golfer comes complete with batteries, charger and twelve-month warranty. Price £1,695, plus VAT.

For further information contact the Editor, Golf Greenkeeping, P.O. Box 12, Wetherby, W. Yorkshire.

TO ALL B.G.G.A. MEMBERS

Notice is given that an Extra Ordinary Meeting to discuss the proposed amalgamation of the three United Kingdom Greenkeeper Associations; B.G.G.A., S.I.G.G.A., and E.I.G.G.A. will be held on Monday, 11th August, 1986 at Billingham Golf Club to follow the Annual General Meeting.

All members of the B.G.G.A. will be balloted to obtain their opinion of the proposed amalgamation prior to the discussions of the Executive Committee's recommendation.

Will all National Tournament Trophy holders please ensure perpetual Cups are returned to Billingham Golf Club by Monday 11th August 1986.



Agile as a cat

Jacobsen Turfcut II gives you all the moves for quality cutting.

Get the agile machine with the moves of a cat. Get a fast-moving, clean-cutting Jacobsen Turfcut II*.

Featuring smooth power steering, four-wheel wide-track stability, and hydrostatic traction. A touch with your right foot delivers variable speed for precise maneuverability . . . the left pedal raises or lowers implements hydraulically for easy transport.

The heart of the Turfcut II is a rugged 23-hp, 51.6 cu. in., 4-cylinder,

liquid-cooled Continental gasoline engine. And our special dual-screened radiator assures cleaner, cooler engine operation. With a warning system to alert the operator when screens need cleaning—for longer engine life.

Superior rotary-deck performance delivers a quality cut on all types of turf. And, the Turfcut's mechanical or hydraulic PTO drive,



with a wide implement selection, gives you a year 'round system.

For speed and maneuverability, pounce on the Turfcut II. It's agile as a cat.

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*Choose from five models, diesel and gasoline, with three-wheel or four-wheel configurations and a variety of deck sizes.

LOOKING FOR A NEW JOB

Last month we discussed the preparation of a Curriculum Vitae and the setting out of a letter of application in response to an advertisement for a Head Greenkeeper. It was also shown there is a distinct Buyer and Seller relationship between the employer who advertises the vacancy and the person applying for the position.

It is now worth looking at this relationship in a little more depth, because once the applicant reaches the interview stage the roles of buyer and seller become much more defined.

A well prepared advertisement designed to attract quality applicants is a highly skilled job. That is why larger companies give the job to specialist recruitment agencies. The job announcement is invariably aimed at a person already gainfully employed, may be thinking of looking for a fresh challenge, but would not be tempted to apply for a position offering less than he is receiving in his present job.

Offering less is not necessarily money. *People are not motivated by money.*

Before you jump up and down and tear this magazine to pieces after such an outrageous statement, let us look at the reasons people are persuaded to give up the security of regular employment to take a step into the unknown.

Frederick Hertzberg, a behavioural scientist, said that people will work harder and longer for factors other than money.

He lists these motivational factors as - Self Expression in the Job — the opportunity to Develop One's Own Ideas - Additional Responsibility both for Others and Overall Results - The Facility for Personal Achievement - Prospects of Promotion - Recognition of Effort and Encouragement for Further Education and Training.

**The professionals
choice in
Compact Tractor
equipment
WESSEX**

WESSEX FARM MACHINERY SALES CO.,
NEWMAN LANE, ALTON, HAMPSHIRE.
TELEPHONE: ALTON 88848. TELEX: 858755.

In order for these motivational factors to be brought into play, the conditions known as the 'Hygiene Factors' must be available. In the job environment for greenkeepers these would include - An attractive part of the country, good working conditions with adequate up to date equipment. Acceptable working relationship between self and employer and similarly between self and staff. Reasonable holidays and time off.

The availability of fringe benefits such as a car and clothing allowance, automatic membership of the golf club and acceptance of one's wife in the social scene.

These Hygiene Factors, provide the right conditions to allow the Motivational Factors to be brought into play. To this list must be added Money. Unless the salary scale is within acceptable limits, the right candidates will not apply for the position.

The professional job advertisement sets out to attract the top applicants by first listing some of the hygiene factors. - 'A pleasant parkland course in an attractive area of the country'. - 'The successful applicant will be provided with a modern three bedroomed house'. - A generous expense allowance will be paid for car and telephone'. - The club operate a non-contributory pension scheme'.

Later in the advertisement the motivational factors might be listed, such as - 'The successful candidate will be expected to supervise the construction of a further nine holes'. - 'Within the next two years the role of Head Greenkeeper will be enlarged to Course Manager'. - 'Training in financial controls will be given by our Accountant together with attendance at short courses and selected seminars'.

Put in the correct sequence the hygiene and motivational factors can have a substantial effect on the number and quality of response.

Would you apply for a job which boldly stated.

**Wanted - Head Greenkeeper
Apply to Secretary with
two references?**

At this stage the prospective employer is the Seller and you, the advertisement reader, are the Buyer. Once you put pen to paper and make your application the roles are reversed and it is you who will set out to sell your services and the employer who will buy them.

It is essential to be aware of these roles when you reach the interview stage.

If you followed the advice in the last article, produced a C.V. and wrote a concise letter of application, neatly typed, with a photograph of yourself looking bright eyed and bushy tailed it is a racing certainty you are now on your way to the interview.

An interview is best described as '**a conversation with a purpose**'. The purpose of the prospective employer is to discover your suitability for the post and uncover, if he can, any murky and sinister happenings in your past.

Your purpose is to convince the prospective employer that not only are you the most suitably qualified, most experienced, hard working, totally dedicated of all the applicants, you are so good they will increase the salary, to a level you cannot refuse.

Interviews for Greenkeepers and Course Managers in this country, are almost always by Committee. There may be a preliminary meeting with an individual but if one arrives smartly dressed, acts alive and alert with a noticeable degree of keenness this little hurdle should not produce any problems.

The word 'Role' has been used several times and this is precisely the position taken by both the Interviewer and Interviewee. Each is playing out a role. If the Committee type interview takes place, your first task is to discover who is in charge and who is likely to carry most weight when the decision making takes place. Answers and later questions can be generally directed in his direction.

Professional interviews usually follow a planned path to ensure the correct selection is made. The usual method is known as the 'Seven Point Plan'. It is unlikely the average golf club would exactly use this format unless they have a Selection Specialist or Personnel Manager as a member, but it is quite a useful method for the interviewee to use as a thought collector to put his selling facts into chronological order.

Firstly, under the heading of Physical be aware of your appearance, and how you speak. You do not have to cultivate the voice of a 'Sloane Ranger', but be aware of how you sound to others.

Education, work experience and training will be listed on your C.V., but be prepared to enlarge on the bare facts previously put in writing.

You will certainly be assessed under the heading of General Intelligence. This will emerge during your answers to questions. If something is asked which is not fully understood do not be frightened to say so. There are no marks for answering a wrong question.

Have at your finger-tips under the heading of Aptitudes your mechanical

skills, greenkeeping skills, book-keeping abilities and any knowledge of producing written plans and programmes. Should you have any examples of work schedules there is likely to be an opportunity to produce them to illustrate a point in your answer. Someone is bound to ask about your interests outside the job. Do not deny having any.

People without any interests other than work are boring, narrow minded and often resistant to change. Be enthusiastic, but not to the extent it gives the impression it takes priority over the job.

Interview panels will certainly assess a man's disposition. Will he be accepted by other members of the staff? Does he have Leadership qualities? Will he lead by example, form his subordinates into a team or be an autocrat? They will also attempt to discover whether the candidate is reliable, dependable, loyal and has the confidence to handle problems and make decisions.

Lastly the Seven Point Plan considers Circumstances, Marital Status, Dependents, Mobility and Financial Considerations such as house ownership.

If all the facts under these headings are considered and jotted down on a piece of paper before the interview takes place, answers will flow freely and smoothly on the day.

How much should I say? - is the question often asked. The rule for Interviewers is that they should speak for only 10% of the time and listen

for the other 90%, but very few can restrict their conversation to these limits. They should ask 'open ended questions', beginning with Who, Why, When, What, Where and How, instead many put closed questions and receive Yes and No answers, stifling a flowing conversation.

Try to avoid the Yes, No, reply and qualify the answer you give, it helps to create a meaningful dialogue.

Most interviews last about half an hour and during this time you will be asked if there are any questions you wish to ask. Make sure you have some prepared. It is essential to do your homework before the interview and find out as much about the job as possible. Be ready to clarify any points concerning the conditions of service, to whom you are responsible and the degree of accountability.

One well-known Head Greenkeeper asked for a Sunday morning interview arrived in the town on a Saturday evening. He climbed over the fence of this Championship Course and walked every hole. When interviewed he was able to discuss the layout of the course in depth and raised several points of interest concerning future developments.

The man who succeeds at the interview stage is the one who sells himself, and his worth to the employer. He can only do that if he has the confidence to believe in his own abilities. If you can convince yourself it is only a matter of presentation to persuade someone else, you are the best candidate for the job.



GREEN'S

HYDRAULIC HY-RANGER
TRIPLE 7' AND QUINTUPLE 11'6"
HYDRAULIC GANGS. NOW ALSO
AVAILABLE IN 'LIGHTWEIGHT'
VERSIONS FOR TRACTORS FROM 18HP

In the battle to maintain fine grassed areas, there is no better weapon than a GREEN'S mower. Every machine is built to cut in even the worst conditions and built to last.

Every machine is designed for minimum maintenance and when that seasonal maintenance is required our watchword is accessibility.

When a spare part is needed our central stores pride themselves on being able to deliver that part within 24 hours (often for machines much older than their operators!).

We can help make your task easier, and more cost effective.

Call us for information and advice, and the address of your nearest stockist.

Distributed in England
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ARBROATH, SCOTLAND, DD14 3DR, U.K.

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Telex 76559



COMPETITION GREENS

Finding greens which look good and play well is what every member expects, competition day or not. And fertilizers are vital to success. Now, with the new range of Fine Turf Fertilizers from ICI, grass nutrition is simpler and less time consuming.

Some of the products incorporate DIDIN* a new idea in long-term feeding – some have magnesium and seaweed extract – all of them are formulated as organic-based mini-granules.

We've included the new long-lasting nitrogen stabilizer called DIDIN into 'Spring and Summer Feed' and 'Weed and Feed'. Initial colour response is good without excessive stimulation of leaf growth. But, more importantly, DIDIN

steadily provides nitrogen for up to three months after initial application – long after ordinary fertilizers have stopped working.

Another new idea is 'Nitro-Iron' which contains no phosphates. The 7:0:1 formula is boosted with 3% Iron to provide good green up and efficient moss control.

For winter hardiness there is 'Autumn and Winter Feed'. In this formula the major plant foods are supplemented by both magnesium and iron.

To ensure fertilizer applications meet your requirements, we offer a free soil analysis service for all purchasers of ICI Fine Turf Fertilizers.

All developed especially for fine turf – and busy Greenkeepers.