



the Learning experience

THE BEST EDUCATION



NATIONAL EDUCATION CONFERENCE

TRANSITION ZONE JULY THROUGH DECEMBER

Stanley Zontek, Director, United States Golf Association Mid Atlantic Region

GRASS SPECIES FOR GOLF

Ian McMillan, Course Manager, Hankley Common Golf Club/Dr A J Newall, STRI

INTEGRATED PEST MANAGEMENT

Peter Jones, Peter Jones Associates/Dr C A York, STRI

AN ALGARVIAN EXPERIENCE

Peter Wisbey, Technical Director, Sociedade Do Golfe Da Quinta Do Largo

A SCIENTIFIC APPROACH

Jonathan Hill, Product Manager, Rhône Poulenc

THE BUDGET PROCESS

David Whitaker, Course Manager, Wisley Golf Club

GOLF COURSE CONCEPT DESIGN AND DEVELOPMENT

Neville Pearson, ADAS

OVERWINTERING IN CANADA

Trevor Smith, Past President, Canadian Golf

Superintendents Association

PESTICIDE USAGE SURVEY – PRELIMINARY RESULTS

Dr Alan Gange, University of London and David Garthwaite, Central Science Laboratory

FROM SOIL TO SAND

John Wells, Master Greenkeeper, Course Manager, Brocket Hall

THE TRACENDANT RESOURCE FOR ALL SEASONS

David Winterton, Master Greenkeeper, Course Manager, Donnington Grove Country Club

COURSE MANAGEMENT UP A MOUNTAIN

Ian Tomlinson, Course Manager, Lausanne Golf Club

ANNUAL BLUEGRASS/BENTGRASS WHICH IS STRONGER?

Joe Vargas, Professor of Botany and Plant Pathology, Michigan State University.

two day workshop which will allow delegates to gain experience of golf course architecture and project management. The course will cover the history of golf, the development of golf course design, design philosophies and grow in maintenance and will include the design of a golf course from project concept to full technical detail.

The workshop will be presented by Howard Swan MSc and Simon Gidman BSc, both members of the British Institute of Golf Course Architects.

Workshop 2: Stress Management Techniques

A practical two day workshop which will allow delegates to learn and practise the techniques of managing stress in themselves and how to recognise and reduce stress in others.

The workshop will be presented by Brin Bendon, Vector Training – see feature on handling stress, Page 29



EDUCATIONAL WORKSHOPS

Workshop 1: Golf Course Design, Construction and Establishment

Presented jointly by BIGGA and the British Institute of

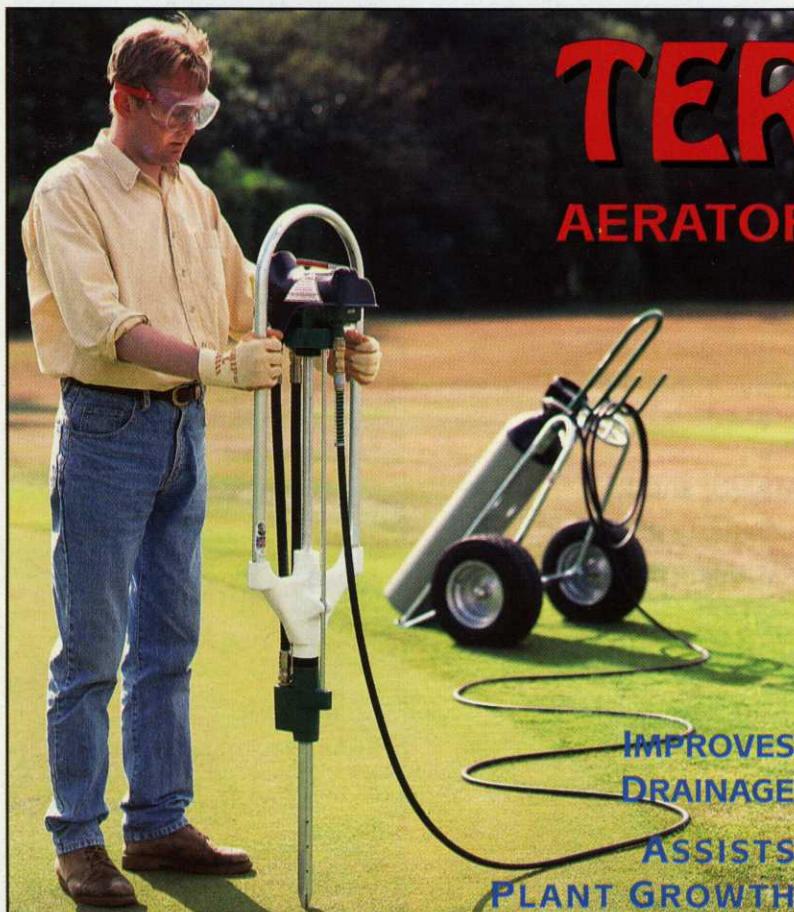
Golf Course Architects. A practical 'hands on',



EDUCATIONAL SEMINAR PROGRAMME

THE CANADIAN GOLF SUPERINTENDENTS ASSOCIATION

Trevor Smith, Past President, Canadian Golf Course Superintendents Association



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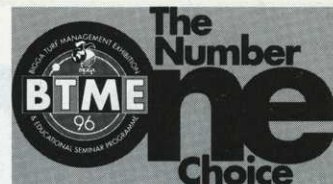
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WHO ME?

David Walden, Zeneca Premier Greenkeeper '94

BACK DOWN TO EARTH

Euan Grant, Toro/PGA European Tour Student Greenkeeper of the Year 1994

THE ROLE OF THE UNIONS TODAY

English Golf Union

THE EVOLUTION OF GREENKEEPER

TRAINING IN IRELAND

Joe Furlong, Golfing Union of Ireland

THE GREENKEEPER, THE GOLF CLUB AND

THE SCOTTISH GOLF UNION

Bob McLaren, Scottish Golf Union

ACCURATE MODERN WATER SCHEDULING

Peter White, P&D Water Management

LIFELONG LEARNING - OUR FUTURE

Lorraine Hatton, Plan-it Training and

Consultancy Ltd

IN THE WOODS

Andrew Boyd, Head Greenkeeper, Bridlington

Golf Club

PORTFOLIO DEVELOPMENT FOR

VOCATIONAL QUALIFICATIONS

Brin Bendon, Vector Training

STRESS MANAGEMENT

Jenny Rolf, Lecturer and Stress Counsellor

THE EXPANDING ROLE OF THE GOLF COURSE

SUPERINTENDENT

Gary Grigg, President GCSAA

LUBRICATION TECHNIQUES

Ron Coleman, Managing Director, Lubrication

Engineers

NEW TRENDS IN TURFGRASS MANAGEMENT

IN THE US

Stanley Zontek, Director, United States Golf

Association, Mid Atlantic Region

SIX SIMPLE TECHNIQUES TO IMPROVE YOUR

GOLF COURSE AT THE

LOWEST POSSIBLE COST

John Armitage, Chairman of Green, Littlestone

Golf Club and Director of Green Eagle

Golf Ltd

AN IPM APPROACH TO THE MANAGEMENT

OF TURFGRASS DISEASES

Joe Vargas, Professor of Botany and Plant

Pathology, Michigan State University



STRI/BIGGA CHAIRMEN OF GREEN/SECRETARIES COURSE

This course attempts to give golf course officials the necessary knowledge to understand the problems of managing a golf course. As well as teaching the basics of turf science, the course includes a visit to the STRI laboratories and trial grounds.



INTERNATIONAL SYMPOSIUM

The symposium, organised by BIGGA, will give international visitors the opportunity to present their ideas for international co-operation. The event is free of charge and includes a buffet luncheon.



The Learning Experience, in association with Ransomes, offers the most comprehensive education programme in Europe in 1996. Call the BTME Hotline on 01347 838581 for full details and up to date information on the few places still available. NO BOOKINGS ACCEPTED AFTER JANUARY 16.

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Managing workplace stress

We all use the term stress in our daily conversations and we all know what we mean by it since we recognise the signs and symptoms in ourselves and others. A common definition sees stress as a physiological response to undue pressure brought about when there appears to be a gap between how a person perceives the demands being made on them and how they view their ability to cope.

With the increased demands being made upon managers and their employees to achieve more with fewer resources at a time of unprecedented change, stress is on the increase and greenkeeping is not immune to these pressures.

The prospect of increased civil liability claims for stress has been raised following the much publicised case of John Walker verses Northumberland County Council in 1994. This test case set a new legal precedent under which employers may in future be liable under the Health and Safety at Work legislation if employees can prove that they suffered work related illness due to undue occupational stress.

Apart from the prospect of costly litigation, why do employers and management need to take stress management seriously?

The reasons are clear: If occupational stress builds up to unacceptable levels, then employee welfare and productivity will suffer. Surveys undertaken by the HSE and others suggest that the problem is now seen as a major contributor to work-related illness

by **BRIN BENDON**
Brin will be conducting a free session on supervisory management during BTME 96, in the Royal Hall on Thursday January 25 from 1-1.40pm. There's no need to book - just turn up on the day



and sickness absence. Up to 40% of sickness absences may be stress related.

Dr Vernon Coleman estimates that for every employee on the payroll, stress costs about £1,000 per year in lost time due to stress related illness. Stress costs British Industry something like £20 billion a year, making Britain a world leader in the damage that stress does.

How do we account for these trends? Professor Tom Cox suggests that workplace stress is an organisational issue and that employers and managers should consider whether work design and management which result in excessive and unreasonable pressures are posing a risk to health.

The signs of workplace stress can be observed in reduction in output, higher wastage and error rates, weaher planning and control of work, poor motivation and commitment, erratic or poor time-keeping, poor customer service and conflict and tension between colleagues.

Effective stress management can't just cure the symptoms, it has to look at the cause. Change

and uncertainty, lack of clear objectives and inflexible and over-demanding schedules all contribute to occupational stress.

What should our response be? The first step must be to raise awareness of stress as a serious health and safety issue and ensure that practical steps are taken in relation to the day to day planning and organisation of work. We need to raise awareness first because it is something that people are reluctant to discuss. We need to get across the message that it is not wimpish to admit to experiencing stress. Stress is not down to individual susceptibility or weakness.

Finally, we need to invest in management training to prepare Course Managers and Head Greenkeepers for this additional responsibility.

● Brin Bendon is a Management Training Consultant who has a background in behavioural sciences. He is the director of Vector Training, a training consultant specialising in Human Resource Management and is an approved provider of BIGGA's Supervisory and Management Courses.

QUIZ



Janet



Sami



Carol



Louise



Bill



Scott



Vickie



John



Ken



Neil



Pauline

Match up the sporting pursuit to the BIGGA member of staff. There are a couple of bogus pursuits thrown in just to confuse you.

■ Janet Adamson, Sami Collins, Carol Dutton, Louise Lunn, Bill Lynch, Scott MacCallum, Vickie Peckham, John Pemberton, Ken Richardson, Neil Thomas and Pauline Thompson.

Now choose from:

■ Basketball, Football, Swimming, Bungee Jumping, Rowing, Trampolineing, Cricket, Middle Distance Running, Marbles, Shinty, High Jumping, Netball, Cross Country.

Answers on Page 32.



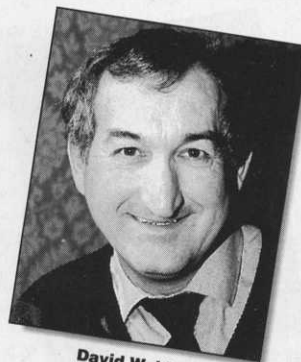
Stan Zontek



John Wells



David Winterton



David Walden

NATIONAL EDUCATION CONFERENCE SPEAKERS

How do the various climatic conditions affect grass growth on golf courses in the United States is the very topical subject presented by **Stan Zontek**, Director of the USGA Green Section Mid Atlantic Region. Stan is an experienced speaker who has visited us and spoken at previous BIGGA events. With unusual weather conditions becoming the norm in the UK, this talk should show how US superintendents cope with the often difficult weather conditions over there.

In a slight change from the usual type of talk, **Ian McMillan**, Course Manager at Hankley Common Golf Club gives his practical ideas on the Selection of Grass Species for golf courses while **Dr Andy Newall**, from the STRI gives the academic viewpoint. **Peter Jones** continues with his practical approach to Integrated Pest Management, with **Dr Kate York**, from the STRI giving the academic view.

Want to learn how pesticides are developed and produced and perhaps why fine turf products cost more than agricultural products then **Jonathan Hill**, from Rhône Poulenc may be able to give you the answers. Jonathan, Rhône Poulenc's Market Development Manager is a graduate, in Pure and Applied Biology, at Oxford. He joined Rhône Poulenc in 1991 as a Research Officer, testing herbicides. He moved to the Environmental Products Department in 1994 and became Market Development Manager, with a strong emphasis on new product developments.

Peter Wisbey is no stranger to Harrogate and, as Technical Director at the Sociedade Do Golf Da

Quinta Do Largo, he is well versed in warm weather grasses and the problems of providing irrigation. Indeed, Peter's Algarvian Experience has been for him and could be for you, a true Learning Experience.

David Whitaker, one of BIGGA's Master Greenkeepers has been at the Wisley Golf Club for five years. As Course Manager, David has had to control and monitor the course maintenance budget and so is well qualified to present his ideas on how a budget should be managed. As more clubs become cost conscious then budget management becomes more important for greenkeepers.

Neville Pearson, who has been responsible for several golf course developments in Lancashire, Cheshire and the West Midlands, has worked for ADAS in the North West since 1979. Recent projects include the redesign and construction of a municipal course, the design and project management of new holes for a private club and the development of new courses from farmland.

The weather is a key part of **Trevor Smith's** talk. Trevor is the Past President of the Canadian Golf Course Superintendents Association and he will be talking about the effects of the harsh Canadian winters on their golf courses.

Alan Gange and **David Garthwaite** have been conducting research into the use of pesticides on golf courses. Alan, from London University will discuss some ideas on golf course ecology, including the mycorrhizal relationship of poa, festuca and agrostis species. David, from the Central Science Laboratory will present the preliminary results of the 1994 golf

course survey, including, response rates, estimated annual usage, reasons for use and comparisons with other agricultural and horticultural areas.

John Wells has been a greenkeeper for 20 years, starting his career at Welwyn Garden City. Now at Brocket Hall Golf Club, John has recently qualified as a Master Greenkeeper and will be awarded his certificate at Harrogate. John will talk about the change from soil based to sand based greens, concentrating on the different management techniques required for each.

David Winterton is the second newly qualified Master Greenkeeper to speak at this year's conference. David, who is the Course Manager at Donnington Grove Golf Course, feels that his staff are the most important resource that he has and his talk explains this belief.

How to cope with managing a golf course up a mountain, given the problems of snow and diseases and how to rebuild 18 greens in five months are the subject of **Ian Tomlinson's** talk. Ian, the Course Manager at Lausanne Golf Club in Switzerland is not only a member of BIGGA but is also the Vice President of the Swiss Greenkeepers Association.

The National Education Conference is rounded off by a keynote speech from **Dr Joe M Vargas jr.** Recently described by Jim Arthur as a "Masterpiece", Joe is Professor of Botany and Plant Pathology at Michigan State University. Joe will compare creeping bentgrass and annual meadow grass to illustrate which is stronger, commenting on cultural practices, pest management and folk lore.

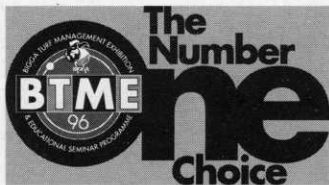
EDUCATIONAL SEMINAR SPEAKERS

Wednesday morning sees the start of the BTME seminar programme. Session A is presented by the Institution of Agricultural Engineers and includes **Mark Gunter**, from the Toro company, speaking on the Technology used in Managing Irrigation Systems, **Tim Lodge** from the STRI, speaking on Irrigation Need in relation to Green Design and **Maggie Pratt** from the National Rivers Authority on Water Resource Implications for Golf Course Design. With irrigation systems sometimes seen as an unnecessary extravagance, 1995 has illustrated the folly of such thinking. It is important to deploy the best available technology to make the best use of available resources. Come to this seminar and discover what it is.

Trevor Smith, Past President of the Canadian Golf Course Superintendents Association returns to start off the afternoon session with a talk on the CGSA and how it fits into the game of golf in Canada,

Two more of BIGGA's prize winners appear next. **David Walden**, Zeneca Premier Greenkeeper of 1994, has been in greenkeeping since 1973 and now works as Golf Course superintendent for Nene Valley Golf Services in Peterborough. David has recently completed his HNC, by distance learning, is qualified as a D32 and D36 assessor and is working towards D33. David will relate his experiences in winning the Premier Greenkeeper of the Year Competition and what difference winning has made to his career.

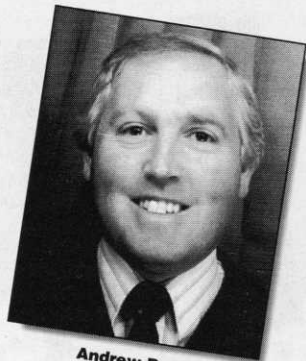
Euan Grant was the TORO/PGA European Tour Student of the Year 1994. He has recently moved from the Effingham Golf Club in Surrey



Working for the good of the fine turf industry



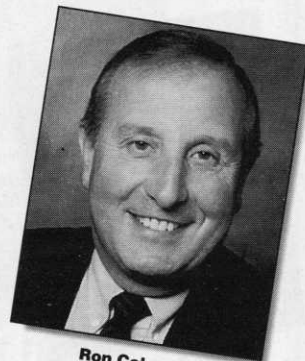
Sue Gudgeon



Andrew Boyd



Gary T Grigg



Ron Coleman

to the Royal Jersey Club, so his title 'Back Down to Earth' may be somewhat misleading. Euan graduated from Leeds University with an honours degree in Sport and Leisure Management but decided that greenkeeping was for him. His choice of career was obviously the correct one judging from his progress so far. Euan will talk about his experiences leading up to, during and after the Student of the Year Competition.

New to Harrogate as speakers are representatives from three of the four Home Golf Unions. First, **Neil Hayward** from the English Golf Union will discuss the Role of the Unions Today. Neil joined the EGU in 1991 and is employed as the Golf Development Course Secretary. His work includes administration on behalf of the Golf Course Committee and he has been responsible for organising a series of workshops for golf club officials. The second speaker in this seminar is **Joe Furlong**, from the Golfing Union of Ireland. Joe retired in 1992, after spending 46 years with the Dublin Port Authority. His involvement with golf began in 1968 when he joined the Royal Tara Golf Club and he has been involved with the GUI since 1975. Joe is well qualified to talk on the Evolution of Greenkeeper Training in Ireland and will discuss how training has changed and will continue to change. The final golf union speaker is **Bob McLaren** from the Scottish Golf Union. Bob has played golf since he was ten years old, has been President of the Scottish Golf Union and is, currently, Chairman of the Greenkeepers Training Committee. Bob has seen many changes in the game of golf and with a 'foot in both camps', he is ideally suited to look at the relationship between greenkeepers, golf clubs and SGU.

Last year's severe drought illustrated all too well, the need to monitor wisely the use of water for irrigation. **Peter White**, runs a water monitoring business in the UK, Portugal and Spain. He measures what is actually happening in the soil, so taking the guess work out of irrigation. Peter will illustrate what can happen, what can be done about it and how things might change in the future.

Lorraine Hatton, from Plan It Training and Consultancy, ably assisted by **Sue Gudgeon** from the GTC, will be looking at the training of greenkeepers. They will aim to show that training is not something just to be completed at the start of a career but should be continued throughout working life. Lorraine is well known to many greenkeepers who have been working towards an assessor award and Sue has been involved with BIGGA, the GTC and assessor training.

If you can't see the wood for the trees then **Andrew Boyd** from Bridlington Golf Club may be able to help. Andrew has been involved with greenkeeping since he was 16 and now manages Bridlington's oldest established golf course. Andrew's talk covers the progress of a tree planting programme at Bridlington, what grants were available, the added value that trees give to his course and he also looks to the future.

How do you put evidence together for presentation to an assessor? What is a portfolio? These are just two of the questions that will be answered during **Brin Bendon's** talk on Portfolio Development. Brin is well known to delegates on BIGGA Supervisory Management Courses, which he has presented for two years at Aldwark Manor.

Brin, a training consultant with Vector Training, is a very experienced trainer, both indoors and outdoors. An enthusiastic hill walker and climber, Brin runs management courses 'out in the hills' as well as in the classroom. Brin will be the tutor on several of the Regional Supervisory Management Courses commencing in February.

Jenny Rolf lectures in psychology at the College of St Mark and St John, which is affiliated to Exeter University. Jenny seems to manage her stress by gardening, interior decorating and walking the hills and coastline of Devon. In her talk, Jenny will attempt to define stress, show you how to recognise it, cope with it and manage your staff so as to reduce it.

Back across the pond for our next speaker, **Gary T Grigg**, President of the Golf Course Superintendents Association of America. Gary who is the Superintendent at the Royal Poinciana Golf Club in Naples Florida has been a member of the GCSAA for 24 years and has served on its board for six years. Gary holds Masters Degrees in entomology and agronomy and a bachelors degree in agriculture. Gary's talk will show how the role of the superintendent has expanded through the years and how the GCSAA has developed to meet that change in role, which should be familiar territory to BIGGA members.

Ron Coleman is the Managing Director of Lubrication Engineers in the United Kingdom. He has 30 years experience in the field of lubricants and is therefore well qualified to deliver a talk on how improved lubrication practices can assist in improving efficiency and reduce operating costs.

Stan Zontek's second speech of the week looks at New Trends in Turfgrass Management in the US. Stan, who is the Director of the Greens Section Mid Atlantic Region of the USGA. This time, Stan looks at long and short term trends in turfgrass management including Integrated Pest Management and Best Management Techniques and the trend to make many US golf courses more 'natural' like many in Britain.

Improve your golf course but don't spend too much seems to be the theme of **John Armitage's** talk. John, who is a member of the R&A, chairman of green at Littlestone Golf Course and a director of Green Eagle Golf, who design and build golf courses, seems to have found six techniques which are easy to implement at little cost yet improve the course dramatically.

Our final seminar of 1996 reintroduces **Dr Joe Vargas**. Joe, who is also speaking at the National Education Conference, is Professor of Botany and Plant Pathology at Michigan State University and a well known and respected author. Joe's talk is about Integrated Pest Management and its role in turfgrass management, covering cultural, biological, genetic and chemical pest management as well control methods designed to reduce pesticide use.

Quiz answers	
Janet Adamson	.....Cross Country
Sami Collins	.....High Jumping
Carol Dutton	.....Middle Distance running
Louise Lunn	.....Trampolineing
Bill Lynch	.....Basketball
Scott MacCallum	.....Shinty
Vickie Peckham	.....Netball
John Pemberton	.....Rowing
Ken Richardson	.....Football
Neil Thomas	.....Cricket
Pauline Thompson	.....Swimming