

# Learning & Development

## Key Sponsorship:

### UNLOCK THE POTENTIAL OF GREENKEEPERS

The funding provided by Gold and Silver Key Sponsors is used to produce training and career aids, DVDs, CD Roms, field guides and provide refunds for training fees and subsidised learning and development courses. The funding also helps support seminars, workshops, courses, the lending library, careers advice, posters and manuals.

Many young greenkeepers owe their career progression to the assistance they've had from the Learning and Development Fund. An equal number of established greenkeepers have also been able to access the fund to continue their professional development thanks to the donations of the Gold and Silver Key Sponsors.

### THANK YOU TO THE FOLLOWING KEY SPONSORS



#### GOLDEN KEY



#### Golden Key Individual Members

JH Greasley; WJ Rogers; Andy Campbell MG, CGCS; Iain A Macleod; Tom Smith; Frank Newberry; Christopher Lomas MG, Lee Strutt MG.



#### SILVER KEY



#### Silver Key Individual Members

Ade Archer; Steven Tierney; Paul Jenkins; Iain Barr; Richard McGlynn; Steve Dixon; Sam Langrick.

**Sami Collins, Head of Learning & Development, provides a departmental update...**



Christmas is in the air and that must mean that it's nearly Harrogate Week!

Now that I'm approaching my 16th and Rachael her 8th Harrogate Week, Christmas almost pales into insignificance. With all the preparations that are underway to deliver the ever growing Continue to Learn Education Programme (and making sure that we tick off the 53 tasks that are currently on our To Do List!), the thoughts of presents, cards and wrapping paper certainly come low on the priority list in the Learning and Development Department!!

**"If you think training is expensive, try ignorance"**

As we are all aware the credit crunch is hitting us where it hurts and we are all being asked to cut back, trim our budgets and make sacrifices while ensuring that we continue to deliver our products to the same high standard. The Training budget is often the first area that feels the blow as they are slashed back to the bare minimum. When you think of the old adage "If you think training is expensive, try ignorance" it really makes you use what budget you have to its maximum. Trying to make sure that everyone gets some training to continue to keep them up to speed with what's going on in the industry, motivated in their job and to make them feel that they are a valued member of the team can be tricky - I have some solutions for you that might help relieve the burden and the budget...

#### Solution One

At Harrogate Week 2009 there are 30 FREE seminars that can be attended by any visitor to the show on Tuesday 20, Wednesday 21 and Thursday 22 January. These include:

Getting to Grips with Hand Arm Vibration, Benchmarking for a more Sustainable Future, Stress Relief at the US Open, EU and UK Pesticide Policy Developments, Turf Nutrition - Getting the Balance Right, Turf for a Changing Climate, Eco-Concept in Golf Course Maintenance, Balanced Programmes - From Organics to Water Management, Primo

MAXX - latest Research and Developments, One Metre Deep Aeration - When, Where and Why?, Finding Askernish, Integrated Turf Management Principles and Practice, New Chemistries to Combat Water Quality, A Starter's Guide to Tournament Preparation, Using Integrated Management to Improve Turf Quality, Introducing Velvet Bents to Your Course, From Coal to 36 Holes, Managing a Changing Climate, Online Learning, Increasing Fertiliser Use - Efficiency Through Improved Biological Strategies,

Setting the Sprayer to Hit the Target, The Future of Spraying, Compost Teas Cut Costs and Chemical Use and Using Latest Weather Information to Assist Course Management.

With all this FREE education available, can you afford not to attend Harrogate Week? For full details of the seminars listed visit:

[www.harrogateweek.org.uk/education](http://www.harrogateweek.org.uk/education).

#### Solution Two

Visit the Business Link Website - [www.businesslink.gov.uk](http://www.businesslink.gov.uk). Business Link offers many half-day workshops, free of charge. Many of the BIGGA HQ staff have attended them, including me, and found them very useful and informative. Free training is always worth checking out.

#### Solution Three

Visit the calendar/event page on the BIGGA Website at [www.bigga.org.uk/calendar-events/](http://www.bigga.org.uk/calendar-events/). We regularly get requests from companies to advertise seminars that are offered free of charge.

I hope some of these suggestions are useful to you!

#### Higher Education Scholarships

Supported by Ransomes Jacobsen



The most recent scholarships have been awarded to:

Darren Anderson MG  
- Foundation Degree Sports Turf  
Christopher Ball  
- Foundation Degree Sports Turf