



# WHAT'S YOUR NUMBER?



**Name:** Martin Ward  
**Company:** Symbio  
**Position:** Managing Director

**How long have you been in the industry?**  
"18 years."

## How did you get into it?

"I started Symbio with my brother David (the technical brains behind the company) to take new biotech research from the laboratory to the market place. Initially we developed biotech solutions to clean contaminated soil and polluted water. At the time golf greens were mostly managed with high inorganic chemical inputs which contaminated the soil, we saw a market demand for re establishing natural growth processes in sterile golf greens, initial product trials to reduce fertiliser use were successful and we have not looked back."

## What other jobs have you done?

"Farm hand and international banking specialising in project and new technology finance and capital markets working in China, S. Korea, Hong Kong, Taiwan, Philippines and Scandinavia."

## What do you like about your current job?

"Developing new environmentally friendly solutions to improve conditions and helping our customers develop better playing surfaces using fewer chemicals. In sports turf management we were the first company to introduce biological thatch reduction, black layer treatment,

mycorrhizal inoculants, seedcoats and fertilisers."

## What changes have you seen during your time in the industry?

"Surprisingly few. The biggest two are the realisation by a growing number of clubs that to be successful in a competitive market the Head Greenkeeper or Course Manager must be an integral part of the core management team, and the fact that natural growth processes provide better playing surfaces than flooding the grass with chemicals."

## What do you like to do in your spare time?

"Rugby (coaching and admin), skiing and organic gardening. The best times are when my children return from their studies and work commitments and the family is together."

## Where do you see yourself in 10 years time?

"Hopefully Symbio will be a world wide company by then so I could be anywhere."

## Who do you consider to be your best friends in the industry?

"Some of our customers have been with us from the first years. We could not have made it without their continued support and advice."

## What do you consider to be your lucky number? "4."

## Pick a number "29"

**Martin has picked John Nicholson of John Nicholson Associates**



# Hobbies

Here's something you didn't know about me...



**Name:** Rachael Duffy  
**Hobby:** Fitness Training  
**Occupation:** Learning & Development Administrator at BIGGA HQ

## How and when did you get into fitness training?

"I first got into fitness training just as a way of keeping fit and looking after myself. I then decided to investigate becoming a qualified teacher with the help of my local gym. I finally put myself on a course and took my exams when I was eight months pregnant with my daughter, 14 years ago. My love for the industry has meant I have continued to teach three classes a week, two at Aldwark Manor Spa and one at the local community centre in Easingwold."

## What is it about fitness that appeals to you?

"Keeping fit is a huge part of my life. By doing my own personal training I'm challenging myself everyday to get fitter and reach new targets - One of which is running. I decided, last October after having a knee operation, I wanted to do something new and help others at the same time. So I devised a training programme and started training with my friend Angela with an aim of completing The Great North Run in September. Our training included running two 10k's, the Jane Tomlinson run and the Abbey Dash both held in Leeds, with swimming and gym sessions. We finally completed The Great North Run in 2 hours 20 minutes - Not bad for the first attempt, defiantly something we can improve on for next year! Between us we raised over a £1000 for our chosen charities, MIND and RNIB."

"The sense of achievement finishing one of the largest half marathons in the world over 50,000 runners of all ages, sizes and disabilities is just fantastic. I remember saying to Angela it's got to be the big one next year "The London Marathon", the buzz lasts for days."

"Fitness is a way of meeting other people and helping them reach their goals. One of the important things in life is your health by doing regular exercise can help you enjoy life to the full."