

## GRADUATION AT MID SURREY

Royal Mid Surrey Deputy Head Greenkeepers Kevin Glazier and Harry Cannon recently visited Myerscough College to attend their Sportsturf foundation degree graduation ceremony.

Kevin and Harry completed the three-year online course in May and received their certificates on July 11.

At work at the 36-hole Royal Mid Surrey Club in south-west London, Harry is Deputy Head Greenkeeper of the Pam Barton course and Kev is the Deputy Head Greenkeeper on the JH Taylor course.

Keen triathlete and recent first-time father Kevin said: "The online foundation degree has helped to swiftly progress my career at Royal Mid-Surrey. With improved analytical and technical awareness I am much better equipped to add value into short-term practical operations, medium-term special projects and long-term greenkeeping strategies."

Former England under-18 karate champion Harry assesses the Myerscough course as a valuable addition to his CV to further his career ambitions.

He said: "This qualification provides me with the comfort and knowledge to be more expansive and dynamic with essential greenkeeping activities. It's also given me an introduction to management which I will serve me well when I progress my career to hopefully



becoming a Head Greenkeeper or Course Manager at some point."

RMS Courses Manager Gavin Kinsella commented: "The Club are very proud of Kevin and Harry. They were identified as bright young things some years ago and have fully embraced the Club's continuing investment in them. Their application to their studies was first-class and they are now an even more important asset to the team here."



## NEW BOOKS ADDED TO THE BIGGA LIBRARY

A series of management books have been added to the BIGGA library. Published by the Chartered Management Institute (CMI), they provide expert guidance on Managing Yourself and Others.

These books would be useful for anyone undertaking a management unit within their qualifications or for who have an interest in improving their management skills and knowledge.

Managing Yourself – this is for anyone who wants to further their career as a manager. Offering information on development and career planning; workplace relationships; managing time effectively; problem solving; decision making; managing your relationship with your boss and networking.

Managing Others: The Organisational Essentials – this focuses on the organisational aspects of managing those people that you are responsible for. Providing information on the

recruitment process; managing staff retention and turnover; 360° feedback; training and learning evaluation; succession planning; organisational culture; managing creativity; redundancy; managing the survivors and enabling a work-life balance.

Managing Others: Teams and Individuals – focusing on selecting and building a successful team. Providing information on getting the right people; using verbal communication effectively; building trust; delegation and empowering your people; SMART objectives; how to motivate the demotivated; coaching and mentoring and how to manage conflict.

The BIGGA Library service is a membership benefit. To borrow any of these books, access the BIGGA library via the Members area of the BIGGA website to place your order. Two books can be loaned for up to six weeks at a time. The books are sent out free of charge, however the borrower is responsible for the cost to return.

## Assistant Profile

*Our monthly look into the life of an assistant greenkeeper...*

**Name:** Steven Morris  
**Age:** 26  
**Club:** Royal Dornoch Golf Club  
**Position:** Assistant Greenkeeper  
**Nickname:** 'big man'



**1. How long have you been greenkeeping?** 9 years

**2. What was it about the career that attracted you?** Working outside, interest in maintaining sports turf areas, using machinery

**3. If you weren't a greenkeeper what do you think you'd be?** snowboard instructor/Work in a ski resort in Austria

**4. Which task do you most enjoy doing and why?** Working tractors, changing hole positions as you can decide where it goes!

**5. Which task do you least enjoy doing and why?** Cutting greens with a walk-behind mower because it is such a long job!

**6. What one thing would improve the greenkeepers' lot?** More respect from the golfer and general recognition for what we do as greenkeepers.

**7. Hobbies?** Golf, going out for weekends, skiing/snowboarding, cycling, hill walking, camping. Working on cars.

**8. Favourite Band?** Changes but at the moment - Mumford and Sons

**9. Who do you support?** In golf – Paul Lawrie, Darren Clarke

**10. What is your claim to fame?** None as yet.