



# L&D News

The latest from the Learning and Development department at BIGGA

This month in the new look L&D section we have a comprehensive review of the hugely successful first FTMI, news on higher education scholarships and a library update.

Over the next few months, in response to some of

your feedback in the recent Greenkeeper International survey, we'll also be bringing you educational articles from some of the biggest names in the industry.

The first is a two-part article by consultant Kevin Munt, who presents the 'Front Nine' of his

'18 Hole' guide to becoming a Golf Course Manager on page 30. Also, BIGGA's Learning & Development Executive (Technical) Stuart Green fills you in on everything you wanted to know about CPD, but may have been too afraid to ask... that's next up on page 16.



**Gold Key Individual Members:**  
Steven Tierney MG, Chris Lomas MG, Andrew Campbell MG CGCS, Ian MacMillan MG, Ian Morrison, Andrew Turnbull, W J Rogers, Sam Langrick, Espen Bergmann, Nick Gray

**Silver Key Individual Members:**  
Steve Dixon, Richard McGlynn, Douglas Duguid, Jaey Goodchild, Graham Wiley, Michael Beaton, Paul Jenkins, Justin Cheung



## Future Turf Managers Take The Initiative

**The Jacobsen Future Turf Managers Initiative got off to a flying start early last month with delegates and mentors returning delighted by the two day course held at Ransomes Jacobsen's Ipswich HQ.**

Twenty Deputy and Assistant Greenkeepers travelled from various courses across the UK to attend several professional seminars designed to equip them for a future in management. It proved to be an intense yet hugely successful event!

The FTMI kicked off with an ice breaker session, led by BIGGA's Learning & Development Technical Executive Stuart Green, where the mentors and delegates got to know each other, and this was followed by dinner and introductions from

Jim Croxton and David Withers, Jacobsen President.

The mentors were Steve Chappell, Head Greenkeeper at the PGA Centenary Course at Gleneagles, Matt Pledsted, Course Manager at Muswell Hill GC, Michael Sawicki, Club Manager at Dulwich and Sydenham Hill GC, Lee Strutt MG, Golf Course Manager at gWest and Stuart Yarwood MG, Course Manager at Lymm GC.

The first morning saw Lorna Sheldon present 'Interview Techniques and Writing a CV'. Lorna, who proved a very popular presenter at BTME 2013's Turf Managers' Conference, tasked the attendees with putting a CV and cover letter together with the help of five mentors.

Next on the agenda was a

session on 'Alternative Career Paths' before Lorna returned with 'Effective Communication Strategies' and 'Interview Experience'. Six of the delegates were selected to be interviewed by the mentors plus several other group based tasks. This was followed by Steve Chappell advising the candidates on how they can enhance their careers by taking advantage of volunteering opportunities at major tournaments.

The day was rounded off by an informal evening session led by Stuart Yarwood entitled 'The Challenges of Team Management.' Stuart explored various genuine situations which had arisen when managing a team, as well as the pressures, challenges and occasional loneliness of being a

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.

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Course Manager. It proved to be very much an open session for the candidates to ask all manner of questions.

Day two kicked off with 'Building a Budget' – Lee Strutt's presentation on how to formulate a budget, monitor it using Excel, sell a budget and deal with cutbacks. The mentors took on the role of a committee to whom Stuart Yarwood demonstrated how to negotiate a budget to enable them to buy a piece of machinery – a terrific taster for life as a Manager.

After lunch David Bancroft-Turner took to the stage with his 'Dealing with Club Politics' seminar. Another favourite from the Turf Managers' Conference, David outlined how the delegates can identify politics in the workplace, how to manage them and introducing the four different political 'animals' that exist. Again, mentors discussed real-life situations with the attendees.

The final presentation was from the BIGGA HQ duo of Stuart Green and Sami Strutt – Learning & Development Manager – looking at the numerous opportunities BIGGA offers for personal development such as CPD and the MG certificate.

**So how did the delegates and mentors feel it all went? Here's just some of their feedback...**

"It's given me such a boost and like many others I went into work with a spring in my step the next morning. The training we received was superb and far outweighed my expectations, I feel a lot more comfortable about applying for jobs and attending interviews than I ever have before."

**Tom Evans, First Assistant Greenkeeper, Harleyford GC**

"This course has provided me with priceless information to guide me through what I hope is going to be a busy couple of years. The speakers were fantastic and very helpful. The skills and experience the mentors passed on will only improve us all and move us on to where we want to be with our careers. Who knows - it could be us doing the mentoring one day!"

**Dan Scott, Greenkeeper, Woburn Golf & Country Club**

"From the minute I walked through the door and started meeting everyone it gave me a huge buzz, the passion and desire everyone has is amazing! I can see a few mentors of the



future emerging from this great bunch of guys." **Scott Davidson, Greenkeeper, Newmachar GC**

"The content of the course from start to finish was first class. The skills learnt in a few short days are going to last me a lifetime and hopefully help me reach my goal of managing a course of my own. The industry I love keeps on giving back to me. My only complaint I have is that the other 19 guys on the course - all of whom were both great people and ambassadors to our industry - now have the skills I also acquired. Oh well, the competition for that Course Manager's job I was after just got a bit tougher!"

**Robin Cheney, Deputy Course Manager, Farleigh GC**

"It opened my eyes to some new ideas and made me appreciate what aspects I need to work on to take the next step. Meeting so many greenkeepers who are passionate about the industry was also very refreshing.

"I am sure you would all agree that all of us can at times feel low at work particularly when you may be surrounded by individuals who are not as motivated as yourself or who are not actively involved with BIGGA.

"Opportunities like this are vital in keeping you motivated."

**James Parker, Deputy Head Greenkeeper, Close House Golf Club.**

**.Michael Sawicki, Club Manager, Dulwich & Sydenham Hill GC,** was one of the mentors and he commented: "I would like to thank everyone who made this happen, huge credit to Ransomes Jacobsen for allowing us to use their excellent facilities and to all their team for making us all feel so welcome and keeping us refreshed.

As for the BIGGA team responsible for the education, you should feel very proud of your work, inspired choices of subject matter and fantastic speakers.

"And finally to the delegates, you guys were amazing and it is very clear that the future of the industry is very bright. It was a pleasure to work with you all. My message to all delegates would be to keep working hard and to show the same passion you showed over the two days, you will get there in the end."

**Let's leave the final word to Stuart Green, BIGGA's L&D Executive (Technical), who said:**

"The level of training was excellent and the participation outstanding. It was inspirational to see all the delegates and mentors learning and growing as time went on.

"Learning comes from experience, using that experience and then reflecting on how that experience can be built on. That way we grow as individuals, not just in a work sense but as human beings."

**BIGGA HIGHER EDUCATION SCHOLARSHIPS SUPPORTED BY RANSOMES JACOBSEN**



Congratulations to Sebastian Cavilla who has been awarded a £1,000 scholarship to study an FdSc (online) in Sportsturf at Myerscough College. Sebastian is Deputy Head Greenkeeper at Chippenham Golf Club in Wiltshire. He told GL: "I was elated to hear that my application had been successful. It really is encouraging to know that there is so much support out there from the likes of BIGGA and Ransomes.

"I moved clubs in September last year to make the step up from First Assistant to Deputy Course Manager. In doing so, the club I was leaving informed me that due to small print of my contract, I was required to pay them back the previous years' college fees - £700. As you can imagine this had quite an impact on my monthly wage! This scholarship has therefore allowed me to recoup this money, and be able to buy some much needed textbooks and other equipment I need to complete my studies.

"Thanks to the support of my partner Elizabeth, my current employers, and of course, BIGGA and Ransomes, and I'm on the way to achieving my goal of completing the course."

## LENDING LIBRARY REVAMPED

If you're looking for a publication from our huge range of books in our Lending Library, there's no need to call BIGGA HQ. Simply click on the 'Lending Library' tab in the Members' section of our website, and we'll send it to you. It will also enable us to keep a better record of when books are borrowed and which books are currently unavailable.

We have hundreds of books and a selection of DVDs available – and it's all free, yet another benefit to BIGGA membership thanks to the generous sponsorship of John Deere. Our titles include Architecture, BTME, Computing, Environment, History of Golf, Irrigation, Machinery, Pesticides, and Turf Management, plus DVDs.