

## Follow the Code

May I air my views on the interesting points raised in Kerran Daley's July article concerning worm control? Although I confess to being too young to remember the nightmare scene described, that of greenkeepers with handkerchiefs wrapped around their mouths walking through billowing clouds of lead arsenate, I can however describe the scene of a golf course built on heavy soil supporting more than its fair share of worms, i.e. playing surfaces which are the result of years of hard work being ruined almost overnight, of maintenance operations interrupted, golfers frustrated, and in some cases winter rules having to be introduced to allow the cleaning of golf balls on fairways – all of this can be very disheartening.

Perhaps if lead arsenate could have been researched and refined into a product that would have permitted its use today, with the help of a strict code of practice of course, or even perhaps with the issuing of a special licence to handle it, surely the ability to use such a product once in eight years, rather than applying today's products three or four times in one year, must have clear advantages.

Like Kerran, I agree that accidents can happen, but surely the more pesticide applications one now needs to make increases the risk of accidents. I also agree that protecting the environment is important and can only hope that the new chemicals marketed today (as a substitute for lead arsenate) do not in time show them to be a greater environmental problem, as they are having to be used more frequently and in far greater quantities.

The decision to kill worms in the soil is not one to be taken lightly, for the contribution they make to the soil structure is undisputed, but when a point is reached when a pesticide is needed, I for one would prefer a total control, one hit solution. This would then allow the greenkeeper time to choose the correct conditions for a safe application, rather than frequent applications at a time of the year when applying pesticide can be a major headache. The main point Kerran raised – and the point on which I would like to finish – is that careless greenkeepers abusing pesticides can give any product a bad reputation. Therefore, it is up to us all to follow the Pesticide Code of Practice, and if you haven't got a licence then it's about time you did!

**GORDON J IRVINE**

Course Manager, Mill Ride Golf Club, North Ascot, Berkshire

## Travers has a point

May I, the greenkeeper and professional of some 30 years at Leek Golf Club, offer further observations on the article "Greens Must Not Be Spared." To begin, I must agree with Mike

Travers on a number of points. Over the Christmas holidays we must accommodate at least 200 players each day if the weather permits. I am at the club at 7am each morning, getting everybody lined up and collecting green fees from members guests so that we can be away at first light! What a great time we have, with mince pies, sausage rolls and various malt whiskies to sample.

In the winter period we cut three separate holes on each of the eighteen, one on the green proper, one on the surround and one on the temporary green. The surrounds are very large, which encourages trolley-pullers to keep away from greens and surrounds, and in addition we push tee positions forward so that regular summer landing zones are rested.

The course closes itself if the weather is foul, additionally we ban trolleys when the ground is white over with frost or when frost is rising from the ground surface. When such conditions arise the flag is moved from the main or surround hole to the temporary green.

Finally, BIGGA and other greenkeepers associations alike, with education available to their members, are certainly moving the right way – forward! On the other hand, the poor PGA member cannot say the same and for his large subscription (in the Midlands it has risen by 40% in the last three years) the average PGA member gets very little from his organisation. Bear in mind, a few years ago most jobs were pro/greenkeeper run and remember that us old lads still have a great deal to offer. I myself am still young at heart, still learning, and still working 12-14 hours every day, seven days a week.

**PETER STUBBS**

Leek GC, Staffs (member of PGA, BIGGA and IoG)

## Most important tool

Having been in greenkeeping for 15 years I've often mused over what is the most important piece of equipment in our profession. I'm sure there have often been discussions on this very subject. There are one or two that spring instantly to mind, e.g. could it be the amazing three-wheel truck that seems to carry out all those jobs required on the course, stopping short only of making sandwiches and coffee, or maybe the latest triplex that does 0-60 in under six seconds and cuts 18 greens inside the hour, with specially designer groomer things that control thatch build-up? I think not!

In my opinion, the most valuable tool for greenkeepers is the Sony Walkman. It is solely responsible for keeping me in the profession to this day and I am deeply indebted to the person who invented it.

I'm sure most of us have been in the situation when, as a gibbering wreck of an apprentice, we've waited to be told our duties for the day and hoped for a nice, cosy job – after all, it

is freezing outside with a chill factor of minus 12°, surely the boss will take this into account? Wrong!

Unfortunately, it is your turn to slit greens on the compact without a cab. The only thing that prevents you from being carted off to the 'funny farm' is your personal stereo. However, there are some important factors to consider before using the stereo, most important being your COSHH assessment, i.e. some forms of music have proved harmful to health and environment, and wavebands such as 'Take That, and 'East Seventeen' have been given a hazardous 'irritant' classification and for the sake of sanity must at all times be avoided.

Important guide-lines for purchase are: 100 watts per channel (to drown the sound of the diesel engine); mini headphones (can be hidden under woolly hats to fool golfers); an endless supply of batteries.

In January 1988 my worst nightmare came true. Working at Romsey GC I had six greens left to slit when my batteries died. Without spares and sans music, getting through the afternoon proved to be a real character-building experience, one I have no wish to repeat. As a precaution I now use re-chargables, with a back-up set always at the ready.

Let's hear it for the Sony Walkman, which should be awarded the Most Important Tool for Greenkeepers' Award 1993...

**LINDSAY ANDERSON**

Course Manager, Badgemore Park GC, Henley-on-Thames, Oxon

## Mowrah memories

I have the clearest memory of using mowrah meal in the early sixties to control worms in fine turf. It was an unpleasant operation to carry out and caused much irritation to the operator as the material was very much like powdered pepper!

Talking to Jim Arthur and some greenkeepers earlier this year about early pesticide usage, we talked about who made mowrah meal, when it stopped being used and why. We were not sure of the facts so I asked the Pesticides Safety Directorate for some background information. To my amazement, the reply stated: "I have been unable to find any record of MAFF approved products containing mowrah meal!"

I would be very interested to hear from more 'mature' greenkeepers if they have any information or memories of using this product. Perhaps there may also be clubs that have kept old records of purchase orders going back 30 years, which would identify the manufacturer? Can anybody remember the correct application rate? I seem to recall that it was 6-8 oz. per square yard. We should not let our history to fade so quickly!

**JON ALLBUTT**

24 Sunningvale Ave., Biggin Hill, Kent

**NEW FROM AMERICA**

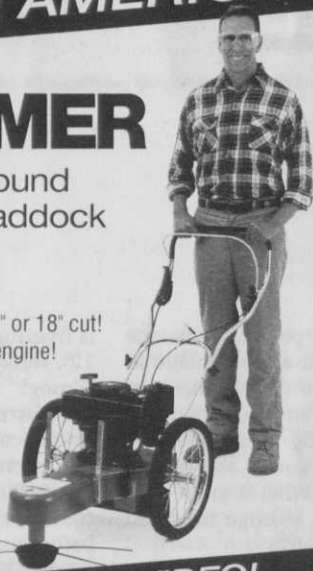
# DR® TRIMMER

Tackles tough jobs around the garden, farm or paddock - in one easy action!

- Cuts weeds and grass - even wet!
- No metal blades to bend or dull - 22" or 18" cut!
- Petrol driven - 4 stroke or 2 stroke engine!
- Moves safely and easily on 2 big wheels - no carrying!

FREE demonstration video and full information pack available on request.

Telephone. 061-320 8100



**SEE FOR YOURSELF ON VIDEO!**

Name \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_ Tel No. \_\_\_\_\_



G18 93



Dolmar House, Clare Street, Denton, Manchester M34 3LQ  
Telephone. 061-320 8100 Fax. 061-335 0114

BS 5750

AD REF 413

# GRASSHOPPERABILITY!

**grass'hop'per abil'i ty** is the ability to make all the right moves for mowing quality and time-saving trimmability.

Choose from the most complete line of outfront, zero-radius mowers in the industry, ranging from 11 to 25 hp, and from 35" to 72" cutting widths. Plus a full range of year-round attachments including the Quik-D-Tatch Vac® Grasscatching System. Advanced dual-hydrostatic direct drives assure smooth response, require less maintenance and extend service life.



Zero-radius maneuverability



Outfront reachability and "no shift" forward/reverse



Square corner turnability



Uncanny trimmability

Ask for a demonstration.

For information or a demonstration please contact

**COMPACT MACHINERY LIMITED**

No 1 Yard, Barlby Road, Selby, North Yorkshire YO8 7AB  
Tel: 0757 210007 Fax: 0757 210020

AD REF 14

# What



**Monitoring the weather brings useful advance planning, says Gordon Jaaback. And what better way of keeping the records you need, than the have your own, personal weather station**

We are taught of the need to characterise soils, though some have debated the need for soil tests - so why should we measure rainfall, temperature or anything else for that matter? Yet the turfgrass environment is an unnatural one. For example:

- we mow closely and frequently
- we fertilise
- there is an unnaturally high plant density
- the human and mechanical traffic is intense.

Therefore the culture of high quality turfgrass is a challenge, demanding a great deal of flexibility and involvement with manipulation of the plant environment. It is imperative that the turfgrass manager has a thorough understanding of the atmospheric, soil and biotic (living organism) factors effecting the turfgrass environment.

Tabulating certain measurements daily can be fun and makes the challenge easier. However, quite apart from recording daily conditions for our own pleasure, these measurements will provide us with an insight as to what is likely to happen in the next 24-48 hours. For example, did you know that:

- Temperatures just below the soil have to be rising through 8°C before there is active movement in grass growth. Light frosts have little effect on temperatures below ground level and subsequent root growth.
- Humidity, coupled with mild temperatures in the spring and

autumn, provides ideal conditions for fungal diseases. Also evaporation rates are lower when high humidity is coupled with cooler temperatures. Monitoring temperature and humidity can assist in predicting dew, the removal of which is important in disease control.

- High pressure persisting after a warm day will indicate continued dry conditions, with every possibility of calm, wind-free conditions for spraying in the early morning. However, if high pressures continue with increasing temperature there is every likelihood of a build up of moisture in the atmosphere, giving a good possibility of thunderstorms.

- Low barometric pressures generally indicate wind and/or rain together with a temperature drop and lower rates of evapotranspiration (evaporation plus the transpiration losses from the plant).

- Wind tending to increase on a clear day can, when coupled with a drop in pressure, often produce drenching rain - but there can be little precipitation in squalls. A dry wind within 48 hours can bring rapid deterioration to grass cover.

- Clouds with intermittent rain, however little, mean negligible evapotranspiration. The type of clouds and their height can indicate what the wind is doing and whether rain is imminent or not. High cirrostratus clouds denote wind movement and a possible change in the next two-three days. Cumulus clouds only bring rain if they develop height. Lower

# about the weather?



A somewhat sophisticated weather station, the Intelligent Automatic Station by Casella

cumulus clouds soon disappear.

● Rain intensity in the South East is generally light. As an example, in the wet years of 1985 and 1986 at two locations almost 80% of the rain days recorded measured less than 5mm in 24 hours. In both years there were 17/20 days when rainfall exceeded 10 mm in 24 hours. On wet heavy loam soils as little as 3mm rain may be subject to run-off to lower lying ground.

● Frost can develop when the recorded temperature is 3°C. An understanding of the temperature variation below ground, at grass level and in the Stevenson screen, coupled with humidity, is vital.

Not only is the keeping of records an interesting talking point, but monitoring the weather and soil conditions and tabulating the pattern over a growing season can be most informative in planning seeding operations, preparing for pest control treatments and for fertilisation and irrigation.

A basic weather station would include a rain gauge, a grass minimum temperature thermometer, a maximum/minimum thermometer and a hygrometer for measuring humidity. A kit-made Stevenson screen (white louvered box) can house both the last two items at a convenient and carefully chosen location five feet above the ground.

A more comprehensive station will further include a barometer, an anemometer for measuring the amount of wind in the day, thermometers at grass level and at the depth of root growth – and a simple evaporation tank. Sophisticated automatic recording equipment measures data that can be coupled to computer programmes.

With an emphasis on recording temperatures and rainfall, further information regarding the purchasing, siting and use of these and other meteorological instruments will be given to any reader of Greenkeeper International who cares to contact the author.

**The author, consulting agronomist and conservationist Gordon Jaaback, has developed a new and comprehensive golf course wall chart designed specifically for the simple recording of work carried out relevant to forward planning. A free copy of this laminated multi-coloured chart may be obtained by telephoning him on 0732 455244 or writing to 25 Cheviot Close, Tonbridge, Kent TN9 1NH**

**The first ever Hayter Challenge Tournament Final takes place in September at Sand Moor, a venue brimming with history and a course which is a real delight, reports DAVID WHITE**

There surely cannot be a greenkeeper who will not have heard of, or indeed who will not in some way hold in awe, the name of Doctor Alister Mackenzie, that cleverest of golf course architects and acknowledged master of the ingenious green contour and enticing sculptured bunker. Who though, outside of a handful of the keenest golfing historians, will register so much as a scrap of recognition for the Leeds clothier, Henry Barran? I can almost hear my readers' mind cranking into overtime, wondering what possible bearing this line of introduction can have on the Hayter Challenge Tournament Final.

Yet at Sand Moor Golf Club on the outskirts of Leeds, those players who have fought the good fight to qualify for the first ever Hayter Challenge will be privileged to witness one of perhaps the finest marriages of minds, though they will sample a mere 'taster' on the first hole and then be held in suspense until the par four 358 yard fifth before again walking the hallowed and relatively unaltered ground upon which Mackenzie and Barran enacted their joint masterpiece.

Local legend has it that Henry Barran made his fortune in the clothing trade, as a result becoming a landowner of magnitude, many a cres of which overlooked picturesque Wharfedale. He also boasted a wife who was the archetypal lady golfer of the day, keen to play all the hours that God created but without a patch to call her very own – enter Barran, the golf course developer.

Owning the blessed land upon which Sand Moor is now located, Barran decided that a golf course of considerable magnificence should be constructed, one that would complement the remarkable views toward the adjacent Eccup Reservoir. One may surmise that Barran's contribution was both fiscal and practical (it is written that he 'laid out' the course), and imagine that he also demanded the best that money could buy. Above all, it is suggested that he decreed the club would take ladies into the fold and that they would enjoy equal rights with gentlemen players – this at a time when many ladies were struggling merely to be allowed through the clubhouse door. Was this, one wonders, an early case of a captain of industry falling under petticoat rule? Perhaps it is better we do not know.

Sadly, any records that may have existed in the early twenties concerning those commissioned to undertake the actual landscaping and shaping work, the Brian Pierson's of the day so to speak, do not exist. What is worse, there is nary a mention of Dr Mackenzie's input into Sand Moor's design brilliance in any of my cluster of books on famous architects and their golf courses. It matters not, for one has only to walk any of the fourteen original



holes remaining to see Mackenzie writ large, as clearly individual as, say, the buildings of Inigo Jones or the paintings of Pablo Picasso.

The Sand Moor course is different from its near neighbours, all almost within a good brassie shot of each other – Alwoodley, Moortown, Moor Allerton – in that the sub-soil consists of sand and sandstone. Hence its name! It is nurtured (not too strong a word) by head greenkeeper Bobby Barnes, as dedicated a man as ever I met and one who has been in charge of Sand Moor for approaching thirty

years, knowledgeable to the extent that in listening to him one senses he knows every single blade on Sand Moor's 110 acres, rather like a shepherd knows his sheep.

Bobby was around in the sixties when the original course was split in two by Alwoodley Lane, with the clubhouse and the first two and last holes on one side of the lane and the remaining fourteen on the other. The committee of the day decided that changes were called for and additional land was acquired to bring all eighteen holes onto the north side of

# ENJOY IT!

the lane. To all but the fiercest Mackenzie devotee those new holes, now with number jockeying known as the second, third, fourth and thirteenth, are very good indeed, but I am sure the members of Sand Moor will forgive me if I dare to suggest that they lack that certain something which only Mackenzie could have fashioned, though we all appreciate that when the good doctor rode Time's winged chariot the mould was broken.

By way of recompense, if my criticism of the new appears harsh, praise must in like fashion go to Bobby Barnes for his interpretation and introduction of several 'Mackenzie style' concepts, with my applause in particular reserved for his clever work on and around the thirteenth green! On that score, I am a push-over when I meet folk who share my passion for classic golf architecture – I didn't need Bobby to wax lyrical over his golf course, for having done my homework in the library I was sold on Sand Moor before we met. That stated, I enjoyed and was held spell-bound by the man, once begun never daring to cut him short. The thought crossed my mind several times, I'm in the presence of a true believer, a worshipper at the Mackenzie Temple and a greater admirer of the man's work than me – and it shows!

Bobby Barnes is a dyed-in-the-wool countryman, by his own admission one who might just as happily have been a gamekeeper, certainly one who is never more content than when at work on the golf course or at play on the Yorkshire moors, invariably accompanied by the beloved gun dogs he breeds for game shooting work. Conversely, had the timing been different he had the raw golfing talent to have followed in his father's footsteps, a pro golfer who was attached to Sand Moor for most of his life. Bobby told me of the day that inspiration for work in golf course management finally struck him – out on the practice ground, watching a greenkeeper at work – and thinking how much he would like to be doing that fellow's job. Now this is a complete reversal of the more common scenario, that of the greenkeeper who would almost kill to be a professional golfer, but he grins when he says he'd have likely starved for all the lack of cash there was in tournament golf when he was a youngster, a winner's cheque then rarely exceeding fifty pounds!

So the loss to pro golf of Bobby Barnes was a win for greenkeeping; and if proof be needed of the wisdom of such action those thirty or more years ago, one need look no further than Sand Moor itself. Not only is it a delicious place upon which to tee the ball, but it also boasts the finest practice facilities, hard by the clubhouse and only yards from the first tee, with length enough to take the longest of

drives. It is also a breeding place of champions, boasting two British Amateur titleists in Alex Kyle (1939) and Iain Pyman (1993), along with a star line-up of County, National and Walker Cup players and including no less than two Walker Cup team members in this year's event at Interlachen, Minneapolis – Iain Pyman and Stuart Cage. If all this isn't enough, the club's cup of cheer overflowed in July when at Royal St George's Iain Pyman became the lowest scoring amateur player ever in the whole history of The Open... and one may hope that a smidgen of Iain's talent may magically rub off onto the Hayter Champion, Sand Moor being a magical sort of place!

Bobby Barnes is no newcomer to preparing the big event, for Sand Moor has played host to many a championship. Nick Faldo won the Car Care International there in 1983, edging out Howard Clark by one stroke, both leaving Seve, Sandy and Bernhard in their wake, whilst in the club's Jubilee year (1986) the PGA Assistant's staged their own Championship and were honoured to have Henry Cotton return to watch them and admire the course where 51 years earlier he'd won the Yorkshire Evening News Tournament. Sandwiched between these 'named' championships there have been countless county and regional events and these have all been taken in Bobby's inimitable stride.

In thirty years, like any greenkeeper on earth, he's seen both ups and downs in course management and has succeeded in riding many a hiccup. Thus it would be churlish of me not to mention that the 1993 season began for Bobby in less than perfect fashion. Drawing a comparison to illustrate the reason why Sand Moor's delicious fescue dominant greens suddenly and mysteriously began to lose their

sparkle, Bobby likened the situation to that of a health conscious dieter who, without realising, oversteps the balance and becomes ill rather feeling better. In his view, following a recommended phosphate free regime, the greens in a remarkably short space of time came near to being anorexic before being nursed back to good health, though I am pleased to report that Bobby's sinking feeling, one that must at some time hit every greenkeeper when something inexplicable happens and the reasons are not crystal clear, has passed. That stated, Bobby will tell you that the first six months of 1993 have been the most difficult in all of his greenkeeping career, a period which he has no wish to experience ever again.

Picking selected holes for Hayter Challenge Tournament players to savour, I would suggest that all the short holes, the par threes, warrant careful examination, in particular the 186 yard eighth, which is regarded as the toughest, and the 173 yard tenth, which is a classic hole in any language. Take special note also of the par four 13th, for it has much of Bobby Barnes stamped upon it, and save your best for the par five 16th, which with its elevated green set into a hillside is considered by many to be Sand Moor's finest. Finally, enjoy the tremendous closing hole, an uphill drive between O.B. on the left and trees on the right and a second shot where you must deliver accurately in order to avoid the cluster of bunkers on the left of the green, two of which are Bobby Barnes' own creations, though built in true Mackenzie-like fashion. I defy you not to relish this golf course, which fully deserves its description – 'the finest example of a golfing paradise being created out of barren moor'.



Pictured left, the Sand Moor GC clubhouse; above, some of MacKenzie's bunkers

# Flying Divots

## Character returns

On a stormy night in February 1990, an enormous gale-whipped sea broke through the shingle bank protecting the Westward Ho! course, which is the oldest English links course, established in 1864. The inundation of low-lying areas was extensive but furthermore, serious damage was caused to the huge sleeper-faced Cape bunker at the 4th, undermining the timber facing and causing serious erosion.

One of the first tasks of RNDGC's new general manager, John Linaker, was to restore the links character of the course, and especially to reinstate the bunkers to their original design. Many had been damaged by grazing animals (which had free access under commoners rights), had grown in, broken down and become smaller.

Clearly, reinstatement of the Cape bunker was a huge and immediate challenge. Aided to some extent by a grant, half the bunker was refaced starting early last winter, using not sleepers, but 28' long timber piling from Gravesend jetty, the hardest wood imaginable, Indian oak, which cost the club countless chain saw blades.

Apart from hiring a JCB and driver for eight days, all the work was done by the greenkeeping staff under Ted New. The timber piling was sunk a minimum of 6' into the sand and laid back at an angle calculated to avoid balls rebounding. The result is dramatic, giving an instinctive comparison with the right hand half in its original state. One thing is certain, the Cape will outlast us all and it is surely not tempting providence to say that it will give as good as it gets if the sea ever invades again.

It is especially gratifying to see how quickly the true links character is returning to the greens under a programme based on traditional greenkeeping, implemented with enthusiasm and conviction by Ted and Robert New, under the guidance of that old team going back twenty years or so, John Linaker and Jim Arthur, including such as Fulford, Gullane, Moor Park and Castletown.

## Good ideas department

Here is a little idea which may be of interest to fellow greenkeepers. I purchased a metal drag mat which I use when top dressing, essentially to break up hollow-tine cores. A problem arose with the metal bar fixed across the front of the drag mat which, when dragged across our undulating linksland, scuffed the ground.

To alleviate this problem I obtained a old baby push chair, cut the axle in half, and bolted a single wheel to each end of the metal bar – thus raising the bar level by about two inches. Since fitting the push chair wheels I have found the mat much easier to use, especially when pulled by hand around confined areas such as raised tees.

– John Phillips, Head Greenkeeper, St David's City GC., Dyfed.

## How's your back?

A new campaign aimed at lightening the load of those who manually handle goods at work – the biggest single group who suffer work-related accidents – has been launched by the Health and Safety Executive.

Announcing the campaign, Dr Tony Leach said: "Over a quarter of all accidents at work... arise from manual lifting, handling and carrying. Each reported injury results on average in 20 days off work – estimated at over 3 million working days per year in total... This can affect almost every employee in any working environment where handling a load presents a risk. We are aware that employers need simple, accessible guidance on the relevant legal requirements and on how to avoid the costs which can arise from risky, and often inefficient, manual handling practices."

Dr Leach added: "This new campaign draws employers' attention to their responsibility for assessing the potential problems, avoiding them where possible and making the workforce aware of how to approach manual handling tasks. The employer that does this will be protecting both staff and the business." The information pack includes a free booklet, 'Getting to Grips with

Manual Handling', which describes the main legal requirements and gives guidance on when risk assessments are needed, on simple and cost-effective steps that might be taken to reduce risk and on handling techniques. The pack emphasises that assessments need take only a few minutes' observation and the use of common sense. An employer will have to write down the assessment as a record only if it is too complex to repeat when necessary.

Copies of the pack and booklet are available free by calling (freefone) 0800 500565.

## Cleaning up

Paul Worster, head greenkeeper at Minchinhampton GC, sent the following: Recently I was reminded of an incident at a previous club of mine, and now the people concerned have moved I feel safe to recount it. At this club we were fortunate in having a fine steward and stewardess who built up the catering from nothing until the restaurant was the envy of all others. They were universally popular in the club, not least with me, as I enjoyed as much as I could eat every lunchtime at very modest cost.

The only blot on the horizon was their teenage son, who had a penchant for loose women and fast cars, and in the latter department he was forever tuning, servicing and tinkering. It was nothing to come into work and find his latest car in pieces in my shed. When I diplomatically halted this state of affairs by banning his vehicles from the shed, he promptly started borrowing tools – until he had more tools than we did! One particular morning we were alarmed to see him ambling towards us, causing my deputy to remark – 'This looks serious, you might as well give him the socket box so the complete set is together again'. I stood, arms akimbo, blocking the entrance, and setting aside all pleasantries I gruffly inquired what he wanted. His mumbled answer was to borrow a shovel. I thrust one into his hand, demanding to know why the Hell he wanted a shovel at that time of the morning. He looked at me with tears in his eyes and said "I've got to scrape the cat up off the road". Whoops!

## BUY DIRECT

Why pay the middle man? Buy direct from our quarries at competitive prices. Nationwide deliveries.

All mixes to your specification. For prices, samples and analysis please contact:

**JEAN at WHITE MOSS SAND QUARRY (Cheshire) on 0270 884288**

Root Zone • Top Dressing • Sand • Soil (Screened) • Peat (Screened and As Dug)

**JULIE or JENNY at BETLEY ASH & AGGREGATES on 0270 820426**

Ash (Black and Red) • Drainage Media • Ash based Soil • Granular Fill

Our products are currently being supplied to major golf courses and construction projects nationwide.

**ALL MATERIALS FROM OUR OWN QUARRIES**

**"The average greenkeeper in the UK is regarded as a bit of a soft touch"**

Having now met hundreds of greenkeepers from golf courses all over the world I suspect and fear that on matters of real importance to greenkeepers – pay, conditions, facilities and the preservation of over-played greens – the average greenkeeper in the UK is regarded as a bit of a soft touch. At best, too many greenkeepers are seen as mere craftsmen who are given a say on how the club should manage its playing surfaces, but when it comes to the crunch, i.e. in matters where money is involved, they have little or no power or influence. Basically the problem is one of 'presentation', or to put it another way it is a matter of how the average greenkeeper 'comes across' to the decision makers in the club.

**"Greenkeepers are too nice for their own good"**

The majority of greenkeepers that I have met are sincere, practical people who care about their work but regard certain aspects of their job, such as relationships with green committees, with some apprehension. Of course, being fed on a diet of rejection every time you want some money spent is bound to make the most determined individual somewhat cautious, even when making the most reasonable requests. For me, though, the basic problem is that greenkeepers are too nice for their own good.

**"Outside the peaceful and pleasing surroundings of the golf course the world is full of people who do not trust each other"**

I suspect that an aspect of this sincerity and niceness extends to being, by and large, a trustworthy person. Trustworthy greenkeepers are themselves trusting people who I believe tend to give others the benefit of the doubt. Trust is in itself a very kind, almost noble thing for which, in a perfect world, we would reward people handsomely. However, outside the peaceful and pleasing surroundings of the golf course the world is full of people who do not trust each other, particularly with spending each other's money wisely. This results all too often in our trusting greenkeepers being left feeling somewhat embarrassed and not a little betrayed when, for example, the powerful case they thought they had for a new tractor is rejected out of hand.

**"We can change or can appear to have changed fairly quickly"**

It does not have to be this way. If we want to be a part of the decision making process, if we want to get what we really need to do a good job of work and to influence our own careers, then we have a choice of at least four options in all difficult work situations.

Option 1: Change the situation;  
Option 2: Change myself;

# You know what's wrong with greenkeepers? They haven't a clue!

FRANK NEWBERRY, a management consultant and since 1989 a regular at BTME in Harrogate and the Autumn Management Courses at Aldwark Manor, is angry about the way greenkeepers are treated by some people at their clubs. In this his first article for Greenkeeper International, he outlines the problem as he sees it and searches for a workable answer. If you want to hear more about this topic or would like to attend one of Frank's courses, contact BIGGA's education officer, Debbie Savage, at BIGGA HQ.



Option 3: Live with it creatively, or  
Option 4: Leave!

Given my contention that it is the perceptions some people have of greenkeepers that lie somewhere near the root of the problem, I intend to confine my thoughts to Option 2: *Change Myself*: I want to focus on three things that we can change or can appear to have changed fairly quickly. The three categories are:

- 1 – My appearance, or the image of myself that I project.
- 2 – My agenda, or the things I want to get done.
- 3 – My paradigm, or my view of the world.

#### **My appearance:**

Oscar Wilde once outraged Victorian London when he asserted, amongst other things, that 'only shallow people do not judge people by appearances'. I am not sure if he was being sincere, but I know I am influenced significantly by the way people present themselves to the world. An old friend of mine who worked in the construction industry and had no formal qualifications always seemed to be able to get supervisory jobs on building sites very quickly. He put it down in no small part to the clothes he wore. He told me that he always wore a clean shirt and tie under his overalls. It would seem that he looked clearly like he was part of the management team!

In an increasingly sophisticated world we need also to consider more personal aspects of appearance such as grooming, cleanliness and the condition of our apparel. If we can project a serious image with

our appearance we are much more likely to be taken seriously. Most people tend to view a person's choice of clothing and personal grooming as an extension of their personality, attitudes and values. Changing our appearance for the better is in turn viewed positively by others. Most seem to feel that people who take their appearance more seriously have (increased) self respect. We tend to feel more confident in smart clothes, so upgrading our appearance is truly a win/win opportunity worth considering.

#### **"People tend to resist a single option solution for problems."**

*My agenda:* I have all too often seen excellent arguments for genuinely needed resources fall quickly because the committee typically suspected they were on the wrong end of a high pressure sales job, fairly convinced that the individual making the case had been fully briefed by the salesman of the product being requested. People tend to resist a single option solution for problems. It seems to make them feel that only one solution (the most expensive) has been considered, that they have not been given a real choice, that the person proposing the solution has *not considered their needs*, that the person only wants what is *best for him/her*, that he/she is working only from his/her agenda and not the real one, i.e. their agenda.

Choice is a powerful motivator and an element of choice needs to be present in most things if we are to accept an argument to be true. Over a number of years I have learned the powerful lesson that if I

want something, I stand the maximum chance of getting it if:

- a) I can argue powerfully for more than one option, and
- b) the other person feels he/she has a genuine choice.

I have had success when options are limited by remembering that: *one option* will get a lot of scrutiny and criticism; *two options* will give people a confusing dilemma – which to choose? (no-one wants to be wrong); *three options* could be a genuine choice and a fourth option – if there are three options, there is always a fourth – is the 'carry on as we are' option, fully costed like the other three options.

By making the case for three or more options we have to argue fairly strongly for all three. In doing this we can see the best option as it appears to the people who have to decide. We should not forget, in giving a choice of options, to carefully imply what, in our professional judgement, is a sound choice in the circumstances. By tackling the problem in this way we show committee members that we can:

- adopt a managerial approach to work problems;
- demonstrate our professional standards;
- prove our trustworthiness by working effectively on other people's agendas as well as our own.

#### **"Circumstances do not make the man; they only reveal him to himself"**

My paradigm or view of the world could ultimately determine whether I succeed in any endeavour. If our view of the world suggests that greenkeepers are nice people but others sometimes take advantage of this – then as we go through life it is a fair bet that some people probably will take advantage! If we are convinced that we cannot get through to some people – we will probably try for a while and then give up. If we believe that because of our lack of opportunities in life and limited qualifications (I have just the one 'O' level) that we will not get on in the world – then we probably will not have much of a career.

In conclusion, and to reinforce what I have said, we could do worse than be quite clear about two things. First, no-one is going to do it for us – and why should they? Second, as we seek to change people's perceptions of greenkeepers we might remember the words of James Allen, who said that 'circumstances do not make the man – they only reveal him to himself'.

We will start to get the professional respect we deserve and the resources we need to do the job well when we are personally ready and not before. It may mean changing our appearance slightly, facing up to some of our harsher realities and altering our perceptions somewhat, but for the people I have had the pleasure of seeing pull it off already the effort was well worth it. Good luck!

# BIGGA AT



PHOTOGRAPHS BY DAVID WHITE



Pictures: this page, top (in circles): BIGGA members with the players; main picture: Derek Scarborough, head greenkeeper at Royal St George's, with members of the BIGGA support team; above left: BIGGA Chairman John Crawford and ICI Professional Products' Roger Mossop; centre: thirsty work satisfied; father and son team, the Cross family; left: an arresting sight - fun as BIGGA members are 'cautioned' for failing to rake bunkers at the correct angle; below left, work continues by mobile 'phone, miles from HQ for BIGGA Executive Director Neil Thomas and, below right, overwhelmed by it all is Richard Heaslip, who accompanied Greg Norman on his historic victory round





# NORMAN'S



# CONQUEST

IT WAS A TIME when Greg Norman, the Great White Shark, finally exorcised the ghosts that had threatened to destroy his career, exhibiting a display of absolute brilliance that prompted former Open Champion, 91 years old Gene Sarazen, to remark "Are those football scores or golf scores?" It was dramatic, sensation, tear-jerking stuff and there will surely be greenkeepers in years to come who will proudly boast to their grand children - 'ah, yes, I was there, I walked with those who set out to annihilate Sandwich, I actually witnessed the second Norman Conquest.'

It was a time also when the prophets of doom and gloom were firmly put in their place, the golf course prepared by Derek Scarborough and his team of 'wonderful characters' properly acknowledged as a fantastic test of championship golf, one that will remain on the Open Championship roster, the leader board reminding us time and again that 'cream' always rises to the top!

Of the greenkeeping fraternity there was nothing but justified praise, indeed admiration - remember that momentous occasion at the infamous bunker on the fourth, when we nearly lost one of 'ours' in what could have been a sand-slide burial? The whole success of 'Operation Greenkeeper' was summed up perfectly by a matronly American lady who was heard to observe, in a drawl you could hear in Dover, "Geez, those green-

keepers look so neat and do so well - and they pack an awful mean rake - what wouldn't I do for a bunch of 'em to take with me back to Ohio... what indeed. Let's hear it for those good ol' Biggamen!



# woodcare

## ARBORICULTURE AND FORESTRY

★ Experienced golf course contractor-consultant.

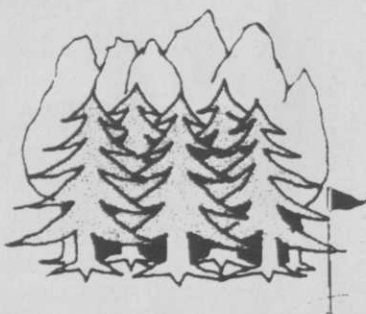
★ Specialist in golf course maintenance.

★ Character of each golf course always of prime importance.

★ Close consultations with the greenkeeper and green committee.

★ Individual trees attended to.

★ Free consultation



**Previous Courses:**  
 Sunningdale Golf Club  
 Sunningdale Ladies Golf Club  
 Farnham Golf Club  
 Hankley Common Golf Club  
 Coombe Hill Golf Club  
 West Hill Golf Club

HENS M. HINLOOPEN, PENNY FARTHING COTTAGE  
 FOXHILLS ROAD, OTTERSHAW, SURREY KT16 0NG  
 Tel/Fax: (0932) 873777 Mobile: (0831) 558091

AD REF 50

# TREE MOVING

Transform your course quickly and economically by transplanting large trees from your own stock.



Tree spades of all sizes available for hire with experienced operators nationwide.

Low ground pressure tyres available.

**Telephone us today for a free site visit and advice.**

## MARTIN BROMAGE TREE MOVING

Wood Lane, Down Hatherley,  
 Gloucester GL2 9QB

**Tel: 0452 731199**

See us on Demo Stand 4-37 at the loG Show

AD REF 333

# LARGE TREES

## BRITISH GROWN SPECIMENS ARE A BETTER BUY FROM

# CIVIC TREES

We supply, plant, maintain, and guarantee\* 200 varieties of large and semi-mature trees from reserves of over 200,000 British grown stock in more than 200 plantations.

Come to see and select.

See us on Stand D84, 85, 86 and 87 at loG

\* Our insurance is available on conifers and deciduous species as per our 1993/94 price list



**CIVIC TREE CARE LTD.**  
 national sales and London area office:  
 call: 081-950-4491/2999  
 Fax: 0442 890275  
 PO Box 23, Tring, Herts. HP23 4AF.  
 Tel: 044282 - 5401

AD REF 236

AD REF 414



Leading growers and suppliers of nursery stock to Landscape, Local Authority, Contract and Amenity Markets.

Open ground and container grown.

Prompt, friendly service.

Nationwide delivery.

Over 1 million trees and shrubs available.

**Call our Information Line : 0788 521177**

**Bernhard's Nurseries**

The Straight Mile, Rugby, Warwickshire CV23 9QQ.  
 Telephone 0788 521177 · Fax 0788 810590