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The deadline for inclusion in the July 2000 Classified section, is Wednesday, June 14, 2000

The Wisley Golf Club

The Wisley is one of Britain's premier Private Courses. An exclusive 27 hole Members club designed by Trent-Jones Jr., and situated in delightful Surrey countryside.

Due to restructuring of the Course Maintenance Team, we wish to recruit a

Qualified Assistant Greenkeeper

The successful applicant will be self motivated with suitable experience and a sound knowledge of all turf maintenance practices. They should be an enthusiastic and hard working person, reliable and capable of working happily within a large team environment.

Salary negotiable, commensurate with qualifications and experience.

Please apply in writing with full CV to:

The Course Manager
The Wisley Golf Club
Church Farm
Wisley Lane
Wisley, SURREY
GU23 6QL



**The
Wisley**

Elfordleigh Hotel, Golf & Country Club

Colebrook, Plympton, Plymouth, Devon, PL7 5EB

Requires a

COURSE MANAGER

Elfordleigh Hotel Golf & Country Club is currently a nine hole golf course but construction has commenced on a new nine holes to extend the course to 18 holes.

In December our new Leisure Complex and additional 16 rooms (total of 34 rooms) will also be opening. Elfordleigh is set in beautiful countryside in South Devon and is privately owned.

The Successful Candidate will have the following attributes:

- Excellent Supervisory and Motivation Skills
- A recognised qualification in agronomy, horticulture, plant science with specialisation in golf course management.
- Having been previously involved with construction and growing in of a new course.
- Strong working knowledge of all modern golf course management practices with the ability to train staff
- An ability to put together, monitor and report on budgets and expenditure

If you would like to join the Elfordleigh Team please apply in writing, with CV and salary expectations to:

The General Manager, Elfordleigh Hotel, Golf & Country Club
at the above address

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have a vacancy for a

COURSE MANAGER

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It is essential that any candidate applying should have a proven track record with at least 10 years experience in golf course maintenance and management.

The last 3 years would have been at the level of Course Manager/Head Greenkeeper. They must also play golf to a reasonable standard, preferably 18 handicap or better.

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If you wish to be considered for this position please forward your full CV to :

The General Manager
Welwyn Garden City Golf Club Ltd.
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YELVERTON GOLF CLUB

require a

HEAD GREENKEEPER

Yelverton Golf Club is an 18 holes (Par 71, SSS 72) Moorland course located in the South West corner of the Dartmoor National Park.

We are looking for an enthusiastic and hard working Head (Greenkeeper who is qualified to at least NVQ Level 3 or its equivalent and holds PA1, PA2, and PA6 qualifications.

The successful applicant will be well versed in modern golf course management, be able to demonstrate a sound knowledge of Health & Safety, an ability to prepare and monitor budgets, inventories and expenditure and to show strong leadership and man management abilities. Knowledge and experience in machinery maintenance will be an advantage.

Applicants should have had 5 years experience as a Deputy Head Greenkeeper or 2 years experience as a Head Greenkeeper.

If you are interested in this opportunity and have the necessary qualifications and experience, please apply in writing including a full C.V. and an indication of salary expectation to:

The Chairman of Green, Yelverton Golf Club,
Golf Links Road, Yelverton, Devon PL20 6BN

No accommodation is provided

Closing date for applications
Friday 23rd June 2000



ABRIDGE GOLF & COUNTRY CLUB

Requires an
Experienced Assistant Greenkeeper

To join our enthusiastic team at this
mature parkland course.

Applicants should have a minimum of 2 years
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Spraying certificates an advantage.

Please apply in writing with full CV to:
**The Manager, Abridge Golf & Country Club,
Epping Lane, Stapleford Tawney, Essex RM4 1ST**

Canterbury Golf Club

Scotland Hills Littlebourne Road,
Canterbury, Kent CT1 1TW

Canterbury Golf club is an 18 hole to parkland course
situated approx 2 miles from the centre of the city.

Applications are invited for the position of

Head Greenkeeper

which will become vacant at the end of July 2000.

Applicants must have hands on experience, be capable
of supervision, motivating, and working with other staff.
Qualified to NVQ Level 3 in sports and turf maintenance
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PA 1.

Must have sound knowledge of irrigation systems and
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Accommodation not available.

Please apply in writing with CV to

The Secretary, Mrs P Bates, Canterbury Golf Club,
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Closing date for application 15-6-00.



Darwen Golf Club Ltd

Founded 1893

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Head Green Keeper

Applicants must have:

- Experience and knowledge of all modern green
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Denham Golf Club

(Founded in 1910)

invite applications for the position of

HEAD GREENKEEPER

Denham Golf Club is an 18 hole private members club with 550 full members and is one of the leading clubs in Buckinghamshire. The present incumbent is due to retire at the end of August after 34 years.

We are seeking a top quality successor who can demonstrate that he holds all the necessary qualifications and has a proven track record in golf course management at a senior level. He will report directly to the Club Secretary and be responsible for all aspects of man management and the observance of good Health and Safety practices. The highest standards of presentation and course maintenance are expected. The Club has installed a new computer controlled irrigation system throughout the course and the successful candidate will be expected to be computer literate.

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**The Secretary, Denham Golf Club,
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Rusper Golf Club

Has a Vacancy for a

Greenkeeper

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**The Secretary
Rusper Golf Club
Rusper Road
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Assistant Greenkeeper Required

Preferably HND or NVQ3 qualified.

The applicant must also possess PA1 and PA2 certificates.

Also required:

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for immediate start.

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**David Gower, Course Manager
The Oxfordshire Golf Club**

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Sutton Green Golf Club

Require an

Assistant Greenkeeper

We are looking for an enthusiastic and hard working greenkeeper to join our existing team.

NVQ Level 2 with PA1, 2 and 6 qualifications preferred.

Salary in line with BIGGA rates

No accommodation

Apply in writing with full CV to:

**Nathan Kimsing, Head Greenkeeper
Sutton Green Golf Club, New Lane, Guildford, Surrey GU4 7QF**



Land of the rising blood pressure

Pay attention now, as I will give you the benefit of my meagre intelligence and share with you a profound thought. Yes I know, intellectual discourse in what many believe to be the senile ramblings of a degenerate old git is about as common as a kamikaze pilot's reunion, but here it is anyway.

I have a long held belief that in the interest of obtaining the most out of our short existence on this planet, it is wise to self impose change on ourselves. This change can take many forms. A new job, a move to a different part of the world or perhaps taking on the challenge of a new pastime or skill. Failure to execute such variation could result in the years becoming indistinguishable from one to the next until before we know it old age has permanently set in and the body succumbs to the irresistible urge to don warm slippers and smoke a pipe. So with that somewhat depressing notion in mind I have always looked on change in whatever form it takes as a means of slowing time down into a series of tangible slots each of which is a source of learning and experience.

One such recognisable period of time I was lucky enough to experience was when I became Head Greenkeeper at a Japanese owned golf club. I still look back on this period of my life as one that was rich in variety, if not monetary gain. There is no doubting the fact that the Japanese are a highly successful people and I looked forward to learning of their undoubted wisdom and superior management techniques. But trying to understand the Japanese I found to be challenging to say the least.

One thing I did learn and this may go some way to explaining their success, was the incredible capacity that they have for detail. It is almost as if the detail becomes the most important aspect in every problem to the point where the main issue is all but excluded.

At one of the painfully regular meetings I attended (The Japanese I found out have pre-meeting meetings, lists of lists and analyses of analyses.) we discussed how the milk should be served for the golfers coffee. Should it be in those little package type things or filled into a jug in the mornings. Should it be UHT or

pasteurised, skimmed, semi-skimmed or full cream, who would check the quantity of milk available and at what times would it be checked. Should a rota be drawn up for milk checking duty and if so who would draw up the rota. What temperature would the milk be served at and at what point should this be checked and what techniques would be used for milk temperature study.

On and on it went for well over an hour until a conclusion was finally drawn and the next item on the agenda was discussed.

The point that they appeared to miss was that the club was making an annual loss of somewhere between £100,000 to £200,000 a year. This was a result of the vast numbers of administration and managerial staff they needed to run the club.

One Friday afternoon at the club just as we were winding down for the weekend I learnt about another of the Japanese traditions. This was the one where they never expect the impossible. I was approached by one of the many office staff and told to build several bridges over the courses numerous ditches, place sand on all the pathways and to remove the water that was retained in the bunkers following some especially wet weather. The time limit on this undertaking was to be the end of the day ready for some VIP's that were playing the following day. I explained that this would be entirely impossible as we did not have any railway sleepers for the bridges and all the staff were at that time concentrating their efforts on the contemplation of how they would blow their unsubstantial wages on the fast approaching weekend.

But true to form I was presented with two Japanese trainee accountants complete with designer tracksuits and Gucci trainers and informed that they would help me achieve what had to be done. These guys weighed in at about seven stone tops and had all the muscular development of an anorexic stick insect. When we stuck a cast iron shovel in their dainty little hands they all but toppled over and that was before any sand entered the equation.

Amazingly enough though we all pulled together and got everything finished on time, although this did involve myself

hurting down a busy high street with a couple of tonnes of railway sleepers hanging out the back of the hatchback, having borrowed them from a neighbouring club. It was late at night when we finally finished sanding the last of the pathways by the light of the tractor. My staff and I were "cream cracked" as the local vernacular would put it, but the two Japanese accountants were close to death. With their filthy tracksuits and decimated Gucci's they could barely put one foot in front of the other let alone yield any productive output. But to my amazement they then made their way up to the office to carry on with their paper work until well into the early hours.

This highlights what is in my mind the main reason for the success of this nation. The work force has a totally unquestioning loyalty to their superiors and will obey them regardless of how demanding or even futile is the task.

To give you an example of this, when I went to Japan to visit the headquarters I noticed the main office was not set out like the Western equivalent. Instead of it being a large room full of office staff surrounded by smaller management offices it instead consisted of one large room and in the middle sat the manager. There he would deposit himself and do all but nothing save for signing the odd document. When home time arrived he would stay put and no one would leave until he decided the time was right. This would commonly be about eight o'clock in the evening. Only at this point would all the others follow at a safe distance.

It did not matter if his or her work had been done hours before, it was simply not customary for any one to leave before the manager and so no one did.

Paradoxically I believe this unquestioning loyalty has been the reason for some of their problems in recent years. If you don't question, you don't change; and often radical change is essential in today's highly competitive world.

I used to sometimes go out for a drink with the Japanese office staff they used to employ at the club. This was never much of a financial hardship as it would generally require about three whiskies for them to get to the paralytic stage, but they once asked me of my opinion of our

Japanese MD. With my usual belligerent lack of subtlety I described in detail my thoughts using a form of English that they were never officially introduced to but understood perfectly. They found this heartfelt critique of the man highly entertaining but when I asked the same question of them it was a different matter. It did not matter how persuasive I tried to be, they simply would not divulge any opinion whatsoever on the subject of their boss even though they knew just as well as I, that he was a mobile disaster area that had an unsurpassed talent for inviting hatred.

Memos were another aspect of the Japanese way that I found difficult to appreciate. Memos are a ghastly invention that gives the issuer a golf iron method of passing the buck and when used to excess as they were at this club, they begin to replace all conversation. When it got to the stage where I received a memo that said remove a fallen stick on 7th tee, I felt the time was right to start studying the employment section of this magazine.

But there is one lesson the Japanese could teach to the rest of the world and this is their attitude to golf. You will never see a Japanese person show any trace of frustration on a golf course at all. To them a bad shot is a source of endless merriment and a succession of bad shots the ultimate in hilarity. To see them run after their shot, duff it, crack up laughing and run after it again is a sight to behold and speaking as someone who has on more than one occasion indulged in some quality club throwing they offer a lesson to be learnt.

So there you have it, McDivot's guide to the world of the Japanese. They are illogical, unfathomable, incredibly sexist, often extremely generous, totally loyal, by and large, complete nutters and in most cases especially the younger ones, terrific people. If ever you get the chance to work at such a club be prepared for intense frustration and a great deal of hard work but take on the challenge with open arms as it will be an experience you will look back on with satisfaction.

Sandy McDivot.
Head Greenkeeper, Sludgecombe Pay
and Play.

Feature listing from June '98

June '98: Interview with Nick Park, Earthworm special, ATVs, Royal Porthcawl, Grinding

July '98: Aeration, Royal Birkdale preview, The importance of research, Architecture

August '98: Mill Ride, Fescue, Blowers, Textron, Open Review, Nematodes, Training

September '98: Nine holers – Tolladine and Fingle Glen, Turf, Steve Clement profile, Drainage, World Scientific Congress report

October '98: Saltex Review, BIGGA Retrospective, Stirling GC, Toro Awards Preview, Tree grants

November '98: Royal Opening, Ramsdale Hall GC, Gang Mowers, Hayter International report, Irrigation Systems

December '98: Toro Awards, Environment Awards, The Appliance of Science, Engines, Architects, BTME Preview

January '99: Pesticide Usage, Life in Colorado, Lyshott Heath GC, Worm Research, Stylo Matchmaker profile, Temporary Greens

February '99: Westerham GC; R&A questionnaire results: Finland; grass cutting; BTME99 Review; Bernhard and Co

March '99: Loch Lomond, Worm update, GrassRoots, Softspikes, Maintenance facilities, Environment review, Architecture

April '99: Carden Park, Telecommunications, Water Management, Rolawn, Seeds

May '99: Security, Bude and North Cornwall GC, Spraying Regulations, Jim Arthur, The Acid Theory, Amenity Technology profile

June '99: Thorpeness GC, Millennium Bug Busting, Irrigation, Scotts profile, Company adaptability

July '99: Carnoustie, Golf Course Furniture, Spike Research, Toro profile, BIGGA Silent Auction

August '99: Viscount Whitelaw tribute; Open review; Merrist Wood; Saltex preview; Turf; Trees; Grass Cutting; BIGGA Golf Day review; Redexim profile

September '99: Slaley Hall; Tyres; Spotlight on Thatch; Elmwood College Awards; National Championship preview

October '99: The Manor House, Castle Combe; Aeration; Saltex review; Mycorrhizas; Toro Award preview

November '99: Sir Michael Bonallack interview; The Pines GC; Oil; Bunkers; National Championship review

December '99: Agronomy; Security; Environment Competition Winner; Toro Award Winners

January 2000: Greens Construction; Awkward Jobs; Sandy McDivot; Agronomy; Toro Award review

February 2000: BTME2000 review; Committed to Green interview; Rookery Park GC; Engines; Chairman's profile; Environmental Management

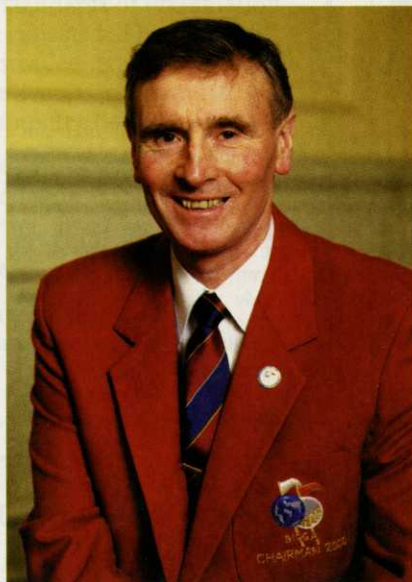
March 2000: Cleobury Mortimer GC; Course Furniture; R&A Conference Report; Cutting heights; Avoncrop profile; Valderrama report; Westurf preview

April 2000: Fortrose & Rosemarkie GC; Utility Vehicles; Irrigation; Seed breeding; Gem Professional profile.

May 2000: Ross-on-Wye GC; Top Dressing; Course Mapping; Compact Tractors



from course openings to World Conferences



On Friday 14 April I attended the opening by the Duke of York of the new Greenkeeping Academy at the Berkshire College of Agriculture. This is a new 6-hole course built within the college grounds specifically for the training of greenkeepers. The College are to be commended for their initiatives in looking to the future, as they have incorporated into their design diverse areas of conservation and also have plans for research into using waste water from their own plant for irrigation purposes. Each of the six greens are of a different construction and Head Greenkeeper Bob Woodward has the interesting task of maintaining the complex. I wish Bob the best of luck and perhaps he could find the time to update us through the pages GI on the progress of the greens. I enjoyed talking to many people from all sections of golf including Martin Gunn and Malcolm Peake from Temple who were very much involved with the project. Also the Ely brothers, ex students of the Berkshire, who constructed the course.

I well remember Cecil George and Harry Diamond advocating back in SIGGA days that we should have our own golf course for training greenkeepers. I would like to think that may be a possibility in the future, my personal opinion, but in the meantime it is interesting to see how many colleges now have their own courses.

After a relaxing Saturday at home that week, it was up early on the Sunday morn-

ing to get the train for York and to the World Conference on Greenkeeper Training and Education at BIGGA House. I must admit to being a wee bit apprehensive about this Conference, but my fears were groundless as it turned out to be a most successful three days. (Report elsewhere).

It was fascinating to listen to people from so many different countries explaining their training systems, or in some cases, the lack of any training. How often were similar points raised by different delegates and the outcome of the group sessions on 'Problems and Possible Solutions' made everyone aware that the problems were global. Funding, Standards, Communication and

Language were common problems in each group.

It was a most enlightening few days and seeing the delegates exchanging cards and e-mail addresses, there was an air of expectancy that, in the first instance, better and more regular communication between all the associations and a willingness to share experiences and lessons learned from these experiences, could only help to further strengthen Greenkeeper Associations around the world.

Congratulations to Emma Duggleby, who many of you will remember working in the BIGGA office. Emma left BIGGA to concentrate on her golf and it certainly paid off as she has been selected for the Curtis Cup team to play the USA at Ganton in June. Well done Emma and the best of luck for the match.

I went to Western Gailes in Ayrshire to play in the Artier Spring meeting, my first game of golf this year it was to be. Well, what can I say. It was one of the worst days of the year, it poured down, there was a strong wind and it was freezing cold. Those 24 brave souls that played all the way had to be commended as us elder statesmen at the end only managed 8 holes before admitting defeat. My thanks to the Artier section for the day. I thoroughly enjoyed the clubhouse patter.

That was on April 26 and you know what, we have had two weeks of mainly glorious weather since then and I still

haven't had a game yet.

Many of you may have read in a national paper a few weeks ago about Chris Yeaman's son. Chris is Head Greenkeeper at West Linton Golf Club and a hard working member of the East Section committee. His son, Christopher, had been waiting for a liver transplant and I am pleased to say that he has now had the transplant, which has been successful, and after some related complications, he is now stable. I'm sure I speak for all when I say we are all wishing Christopher a full and speedy recovery.

Golf is a great game, a game to be enjoyed by many. Most golf in this country is probably played at private members clubs. The day-to-day running of most of these clubs is usually carried out by, in no particular order, Manager/Secretary, Head Greenkeeper/Course Manager, Professional and a Club Steward. The relationship between these people will usually be pretty good with the best interests of the club and the members at heart. I know at Tulliallan that we all get on very well with each other and it makes for a better working environment. Why then, if we from all these different associations get on so well at our clubs, is there so little co-operation and communication between our respective Associations. Even though there have been a lot of courses built in the last twenty years, it would appear that golf is in a bit of a stagnation period and we need to encourage many new people, especially younger ones, to play the game. This to my mind is even more reason why all the different associations should be talking to each other on a regular basis with a mind to the future of the game.

There is another group important to the game and these are in the Golf Unions. I believe there are fairly close connections in Wales and Ireland but not a lot in England and Scotland. The game of golf is the important thing here, not individual associations and whilst each association quite rightly will work hard on behalf of its members, they should all have closer working relationships for the good of the game of golf.

With that I leave you with the thought that

'The only limits are, as always,
those of vision.'

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