



CMAE Heads to Spain

The CMAE has moved its AGM into the continent of Europe for the first time, and partnering with Club Managers Spain, will be jointly staging the International Club Management Congress at the Villaitana Wellness Golf & Business Sun Resort, Benidorm, Spain from April 14-17.

This move reflects the growing number of CMAE members outside the UK and Ireland, and the feedback that we have received from members asking us to consider staging our business conferences

in attractive tourism destinations. The CMAE wish to encourage club managers, suppliers, owners and operators to gather in Benidorm two weeks after Easter to discuss issues affecting our industry and share solutions and ideas to allow clubs to grow and prosper.

The conference theme is "Lead your Club into the Future" and already some keynote presentations have been confirmed:

- Gregg Patterson – General Manager of

the Beach Club, Santa Monica, California and inspiring educator and presenter

- Jim Singerling – CEO of the Club Managers Association of America
- Peter Walton – CEO of the International Association of Golf Tour Operators
- Gary Firkins – PR and Media Specialist for the golf industry

For full details of the event and to register, please visit www.cmaeurope.org and follow the links to the International Congress website.



Chairman's Word

National Chairman, Paul Worster, issues a challenge

2010: The Year of the BIGGA Volunteer

My year as National Chairman got off to a flying start at the AGM* where I was delighted to get the mandate I needed to be able to build on the fine work of all my predecessors.

The mandate I sought and got was to work (as National Chairman) with the Chief Executive, the HQ team and BIGGA's magnificent army of volunteers to build a shared vision of the best Trade Membership Association anywhere in the UK.

Whether in boom times, or a recession – the best anywhere.

Whether in our membership services or our social activities – the best anywhere.

Whether in our magazine or our website – the best anywhere.

Whether in our trade show or our CPD – the best anywhere.

Whether in our training of greenkeepers or the development of course managers - the Best Trade Membership Association anywhere.

I have stated before that our association must lead our profession forward. Currently only a relatively small minority of our members are getting the fullest benefits of membership – particularly advice, training and development.

If this low take-up of great membership services is not turned around soon we will continue to see the forward movement of only the (rightly ambitious) minority only, and not necessarily the profession as a whole.

We are not simply an Association for Head Greenkeepers and Course Managers alone.

BIGGA is dedicated to enhancing the professional reputation and well-being of all golf greenkeepers, as well as assisting Groundsmen.

In my view we can only move our profession forward if (among other things) we get much greater engagement of our members at local levels.

To achieve this I believe that it is essential that, as National Chairman, I provide positive leadership and support for all our volunteers, so that they can support our members.

Volunteers. At the moment it is often the BIGGA volunteers (committee members and helpers at section, region and national level) who are getting the most from their membership of the Association.

Their selfless work for BIGGA provides them with many 'memorable membership moments' that bring them great meaning and satisfaction.

I speak as one who knows both the wonderful feeling that comes from seeing a section education day be a success, but knows also the irritation that follows the unfair criticism from someone who is keen to judge, but not necessarily to help.

If we are to take the whole profession forward at every level, we volunteers must take our work to the next level.

This 'next level' needs to accept that in a profession like ours most of our members are not known for eloquence, but still have feelings and concerns that need to be expressed and understood.

Volunteers. At the moment it is often the BIGGA volunteers who are getting the most from their membership of the Association.

These strong feelings are fundamental to the advancement of our profession.

If we as volunteers can recruit other volunteers, particularly those that are more typical of the majority of our members we will succeed in increasing engagement and moving the profession forward.

For example - if we can get the younger ones to help out at events - to give lifts, to greet people at the door and so on, on they will become more involved and they will be exposed to their own 'memorable membership moments'.

I have seen this first hand. My now First Assistant greenkeeper Adam Matthews, as an ordinary greenkeeper and Section member, ran a South West Section event for me, at very short notice, two years ago.

From that moment on – he blossomed into a senior member of my staff, and has now followed me onto the South West Section Committee as Secretary.

If we at National Board level can motivate those at regional level and those at regional level together with our experienced team of Regional Administrators can motivate those at local level then this association will move the profession forward.

At HQ level we have a team of professionals who can and will help volunteers to help themselves.

For example, not so long ago, as a member of the SW section committee I attended a BIGGA Seminar on 'How to Increase Attendances at Local Events' (ran actually by our very own Frank Newberry) which was short and sweet and very effective – and was a complete watershed moment for me.

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The attendance at our next local event (which was not a particularly controversial topic) had an attendance of two and a half times the previous one!

Let me move on now to the need for us all to share concerns and 'best practice'. It will assist me greatly to get support - to the members and volunteers who need it - if I get direct and speedy feedback on 1) situations of concern and 2) successes worth drawing to the attention of others. I get great feedback at Board meetings but we do not have Board meetings every week - fortunately!

To help me find out much quicker - I need you (yes you - the reader) to copy me into what you are trying to do, (or perhaps not succeeding in doing) for yourself and your fellow members, so that I can get an idea of how things are moving forward.

You can tell me directly about your 'situations and successes' by emailing me at talktopaul@hotmail.co.uk. I stand

Let me be clear that I also want to hear your strongly felt opinions. Without constructive criticism there can be no progress for our profession.

for openness and transparency so I will want to pass on your thoughts to others.

Please be assured that I will not stand for volunteers being openly criticised. Let us not fall into this trap. What is needed are proposals rather than put-downs.

Let me be clear that I also want to hear your strongly felt opinions. Without constructive criticism there can be no progress for our profession.

In the meantime as we move to expand our volunteer base into age groups and levels currently under-represented, particularly the younger ones, let me extend an open invitation right now to semi retired and retired greenkeepers.

Please join the volunteer force in the area that you live. You have a legacy to pass on to all our mem-

bers. If you know other retired or semi retired greenkeepers please join me in extending this invitation to them. Get them to contact me on talktopaul@hotmail.co.uk if you think that would help.

Now in the last few sentences of my first column as National Chairman, I want to come back to our development as an Association and the consequences for our profession.

I am optimistic that we can take this profession forward, even in a recession. I am optimistic because we 'know ourselves' much better now, we know our history and we know what we are capable of achieving.

I am optimistic because since the establishment of this association and over the past 20 plus years BIGGA members have gone on to become businessmen, educators, consultants and experts in many fields.

Our employers expect us to be excellent, and likewise we can

expect BIGGA itself, the HQ staff, the Regional Administrators and the volunteers to strive for excellence. I will certainly strive. I know I will make mistakes and I hope I will always learn from them. However, I will not stand for mediocrity in our association or in our profession.

Will you help me and all the volunteers and the HQ team to build the best Association anywhere and advance this great profession? I sincerely hope you will.

Why? Because we as an association cannot do this without your personal support - and that's the truth.

**Please note there was an informal 'show of hands' during the new Chairman's acceptance speech at the AGM. You can obtain a full transcript of Paul's acceptance speech by emailing: talktopaul@hotmail.co.uk*



Each step seemed to take a lifetime

New Chairman Paul Worster shares the thoughts he had during the final moments before he became BIGGA National Chairman 2010.

Isn't it funny how time seems to slow in certain situations?

I have a vivid recollection of my many & varied thoughts at the 2010 AGM.

Here are a few of them taken from the moments straight after Peter Todd introduced me as National Chairman.

I walked across the arena towards the lectern and microphones.

Each step seemed to take a lifetime.

Peter handed me the 'Chairman 2010' badge.

I noticed immediately how crisp and sparkly it was.

I had been intensely proud of my 2009 Vice Chairman badge.

But how suddenly faded and grey that now looked in comparison.

How much better this replacement was!

I glanced across at Peter and John for support - Peter already seemed five years younger - and John five years older (sorry John - and I do mean that).

The room was crowded - yet strangely empty.

Just me and the microphones - waiting in anticipation.

So here I go - my first speech as Chairman...



Greenkeepers Training Committee



David Golding, Education Director,
with a monthly update from the GTC

The worldwide web has opened up to internet users so much information, it is hard to believe that for all us former apprentice greenkeepers, we struggled to access any information from our bosses not so many years ago!

We certainly learned the skills, as that seemed to happen as a natural part of the day to day running of the golf course maintenance programme and I am sure that still is key to a Course Managers role as he/she wants a multi-skilled team around them.

How things have changed in the way all of us can access knowledge!

I know for some, the internet is still not their preferred method to gain knowledge but hopefully the GTC can cater for all with its target to make as much best practice information available.

During a recent review of the visits to the GTC website, we noted the interest from countries worldwide and the interest resulted in requests for career information from many golf developing countries which we know has resulted in international students attending British colleges to health and safety charts and guidance and our training manual with learning materials proving most popular of all.

It is hard to believe that the training manual is now over 20 years old and following regular updates has become the recognised recording document of staff skills.

The GTC is currently working with the IOG to develop a Groundsman version of the manual and this will be available shortly.

The knowledge the greenkeepers and groundsman require to maintain and supervise their various sports surfaces have been captured within learning materials and unlike yesteryear are available in the following formats, hardcopy, CD ROM and PDF.

As with the training manual, the learning materials are regularly reviewed with the most recent

updates included covering all aspects of the sustainable golf course programme.

The GTC endeavours to use all sector specialists to write the relevant chapters within the materials and you can access these from any corner of the world.

The latest addition to the learning opportunities tools is an on-line programme featuring the Maintain the Health of Sports Turf unit from the Level 2 learning materials.

This is proving popular as a modern method of learning and arguably adds an element of fun to taking in the knowledge as well as having a series of on-line tests.

The GTC network of approved training Centres and colleges all have access to the GTC's manual and learning materials and will be given the option of multiple licences for students to access the new on-line learning option.

The manual, learning materials and Health & Safety guidance booklet and wall chart are available to all readers from the open all hours website shop at:

www.the-gtc.co.uk

Or if you prefer hardcopies or CD ROM versions contact the GTC on Tel: 01347 838640

The GTC prides itself on promoting best practice and sharing information and the accessibility to knowledge has never been better within the sports turf sector.

The GTC website includes all the information and links both to our supporters websites and other organisations where best practice information can be found.

We are aware that many Course Managers now have access to the internet within their maintenance facility and the GTC has the "tools" to help allow trainers and trainees to so much more information, all of which is used by our Centres and colleges.

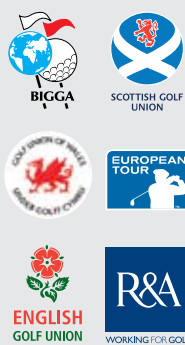
Combine the knowledge and the skills gained on the job and that is a recipe to achieve one of the new Work-based Diplomas or Scottish Vocational Qualifications.

While not wanting to detract

In Brief

In this month's article David offers to share the GTC's learning materials with all readers including the latest learning option.

The GTC is funded by:

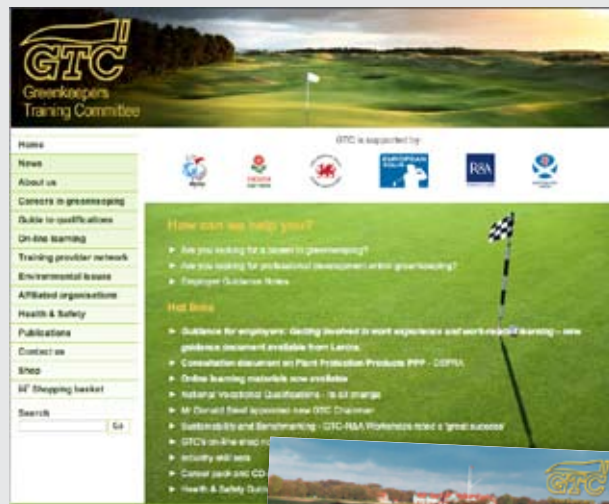


from achieving either work based or college based qualifications the fact is that so much knowledge is now available both from the written word but also from the qualified Course Managers who are keen to share their skills and knowledge.

I believe after years of aiming to establish a structure of qualifications underpinned by education courses delivered in a variety of modes we should leave no stone unturned to inform all interested parties of just what is available.

Internet in the maintenance facility on a golf course!

As an apprentice we were lucky on to have running water and electricity please tell me since the good old days conditions have improved...please?



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Learning & Development

Sami Collins, Head of Learning & Development,
with an update on education issues



As I write this month's column, I'm thinking back to my recent trip to the Golf Industry Show in San Diego, California.

I'm missing the sunshine (especially as there is thick fog surrounding BIGGA HOUSE today!) and I'm also missing the camaraderie of all the Brits who had made the trip.

Lasting relationships are formed on these trips and you find you make some friends for life.

But it's not all about sunshine and friendship, we're there to do a job and promote the Association to a world audience as well as build relationships with our counterpart organisations, the Golf Course Superintendents' Association of America (GCSAA) and the Canadian Golf Superintendents' Association (CGSA).

We are fortunate to boast very strong links with both of these Associations and their staff.

I had a very productive meeting with two of GCSAA's staff, Shari Koehler, Director of Professional Development and Penny Mitchell, Senior Director of Certification.

We spent two hours comparing and contrasting our Professional Development schemes and the Master Greenkeeper scheme to the Certified Golf Course Superintendent scheme.

I think that we all learnt a lot about each others' schemes and it has certainly given me food for thought for the reviews that are underway for both CPD and Master Greenkeeper.

Several enquiries were fielded

regarding opportunities to advertise in Greenkeeper International and also about exhibiting at Harrogate Week.

From the conversations that I was having with these potential customers, it seems that the US-based companies are keen to break into the European market and see that BIGGA, Greenkeeper International and Harrogate Week are the keys to their success.

I returned to the office with several new members signed up, applications for the Master Greenkeeper Certificate, new ideas for Continue to Learn 2011 (thanks to those who turned up to the meeting) and many photographs of covers of books taken in the GCSAA Bookstore (the wonders of a camera phone means that I didn't have to write all the titles down or bring all the books home in my suitcase – excess luggage costs would have far outweighed the cost of the trip!). Watch this space for new titles appearing in the BIGGA Library.

Two books did make the return journey with me:

How to Conduct a Competition – USGA

Golf Architecture – A Worldwide Perspective (Vol 4).

This book was a gift from Toro (and it was very heavy!)

As I sit at my desk, typing this article I am looking at the list of projects the Learning and Development Department wants to tackle this year.

At present there are 10 projects on this list, some minor, but the majority major. With the help of

The funding provided by Golden 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.

Many young greenkeepers owe their career progression to the assistance they've had from the Learning and Development Fund. An equal number of established greenkeepers have also been able to access the fund to continue their professional development thanks to the donations of the Golden and Silver Key Sponsors.

Rachael Duffy and the representatives who make up the Learning and Development sub-committee, we hope to bring you some new and some improved projects in 2010/2011.

Higher Education Scholarships

Supported by Ransomes Jacobsen



The most recent scholarships have been awarded to:

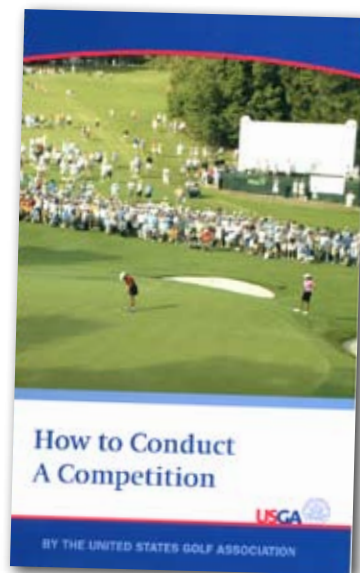
Jamie Blake – Online Foundation Degree – Sportsturf
Craig Parry – SVQ Level 4 – Management

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Thank you to our Golden and Silver Key Sponsors



Golden Key Individual Members: WJ Rogers; Andy Campbell MG, CGCS; Iain A Macleod; Tom Smith; Frank Newberry; Christopher Lomas MG, Lee Strutt MG; **Silver Key Individual Members:** Ade Archer; Iain Barr; Hamish Campbell; Steve Dixon; Paul Jenkins; Robert Maibusch MG; Richard McGlynn; Stephen Pope; Jason Sarna; Steven Tierney; Neil Whitaker; Graham Wylie, Douglas Duguid

Joint Tour a Success

Attention to driver comfort is paying dividends for New Holland as the company completed a successful nationwide groundcare demonstration tour.

In partnership with Ransomes Jacobsen, New Holland toured many local councils across the UK with a T5050 tractor and Ransomes Mk4 5/7 mower, spread over several months.

New Holland T5000 series Product Specialist, Alan Hawes, said that the company has received a lot of positive feedback from the tour, which has resulted in firm orders with more in the pipeline.



New Distributor

Limagrain UK has appointed Blade Amenity Ltd as a new distributor for their range of MM sport turf mixtures and also the Designer range grass seed mixtures for landscaping.

Blade Amenity's appointment will allow Limagrain to expand their customer base in the south east.

Limagrain UK's Craig Spooner said, "We are pleased and excited with the appointment of Blade Amenity as one of our MM grass seed distributors as more end users will now have access to mixtures like MM60 and MM25 for winter sports surfaces. Blade has built up a good customer base and we believe that by working together, we can help their customers make further improvements to their sports surfaces."

Mark Wilton, Managing Director of Blade Amenity, added, "Since 2007, Blade Amenity have been offering a wide range of turf care products to our customers, making us well established in both the golf and sports sector. Now we are distributors for the popular Limagrain MM grass seed range we've increased the options for our customers."

New Fleet for Desert



Desert Turfcare has delivered a fleet of E-Z-GO golf cars and shuttle vehicles to the newly renovated Abu Dhabi City Golf Club, which re-opened last December.

The Abu Dhabi City Golf Club began life as the Abu Dhabi Golf & Equestrian

Club in 1976. For 22 years it was an 18-hole sand course – 9 holes, but approached from two alternative tee positions - but in 1998, it was transformed into Abu Dhabi's first all grass course.

Its nine holes were designed by British golf course designer

Ian Scott Taylor.

However, it is not just the course that has been upgraded.

The club has purchased a fleet of 25 new E-Z-GO RXV golf cars, all with GPS, and three Six Shuttles for use by members and guests.



GRAHAM BALMOND RETIRES

Graham Balmond, latterly with Simon Tullet Machinery, has retired having forged a career spanning 43 years in the outdoor power equipment industry. Well known to many throughout the trade, Graham attended his first IOG Show at Motspur Park in 1968 and since then has only missed two exhibitions.

Perhaps best known for his time with Industrial Power Units, Graham was instrumental in establishing a dealer network for Dori and Ferris machines, having originally joined the company as Sales Manager for Acme and JLO engines.

In 1994, his wealth of sales experience led him to join Simon Tullet Machinery as Area Sales Manager covering Ireland, Wales and the south of England.

"I still intend to visit the odd exhibition and would welcome calls from friends old and new on 07502087008 or g.balmond@btinternet.com"

New Irrigation System for Hoylake



MJ Abbott has begun the installation of a new irrigation system for the Royal Liverpool GC, at Hoylake, which has just been announced as venue for the 2014 Open.

Working with the club's irrigation consultant, Adrian Mortram from RHA/STRI Irrigation Services, they'll install new mainlines, a 550m³ water storage tank, a 85m³ per hour pump station, an upgraded electricity supply and borehole transfer pipework which will provide water to the greens, approaches, greens surrounds, fairways, tees, rough, walkways, practice putting greens and to the four Open Championship tented village areas.

The irrigation will be operated using the Rain Bird ICS System and will feature a Rain Bird weather station and radio remote control.



The Challenge of Change

Andy Wood is in his first year as Course Manager of Robin Hood Golf Club in Solihull, having had the same role at Cosby Golf club, near Leicester, for seven years.

He has initiated an ambitious five year plan for the Robin Hood, and ordered a new fleet of course maintenance and service equipment worth over £300,000;

this was bought on a John Deere Credit five year finance package, following a review of his requirements with John Deere and Birmingham based dealer Turner Groundscare of Erdington.

"Basically we're aiming to become an Open qualifying venue," said Andy.

"If we can succeed in what we

want to create, it will be a fantastic golf course – and we won't need to worry about attracting new members and societies, because people will want to play here."

Photograph shows Robin Hood Golf Club Course Manager Andy Wood (left) with Russell Tomlinson, of John Deere dealer, Turner Groundscare, of Erdington.

SPRING INTO ACTION

SISIS will be holding bowling green seminar / demonstration days during March. Register contacting the SISIS on 01625 503030 ext 232 or Email publicity@sisis.com

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Different strokes *for different folks*

Dr Terry Mabbett discusses the relationship between trees and turf



PREVIOUS PAGE: Trees are important delineators for separating fairways

LEFT: Trees should not disrupt important ecosystems like the fast flowing stream shown here

BELOW: Herbicide application around trees should be carried out with specially designed shrouded sprayers (Picture courtesy Micron Sprayers)



Articles about trees in turf invariably introduce concepts of conflict, 'survival of the fittest' and winners and losers. In reality trees and turf should be considered together, complementing each other and adding to the design, structure and environment of the golf course as a whole.

Trees and turf clearly have varying requirements each impacting on the other at various stages in growth cycles and at different times of the day and year. Provided individual needs can be catered for without prejudicing the other 'party' there is no reason why trees and turf should not get along perfectly well together.

Trees and turf are green plants competing for the same type of resource although for how much, when required and how they secure it sets turf and trees apart from each other. Dual positive growth and development of trees and turf essentially comes down to compatibility and compromise, ensuring tree planting enhances the environment with minimum effect on turf quality which after all is the basic requirement for a good all round game of golf.

Trees and grasses are clearly 'not all things to all men'. Grass is the biggest weed enemy of foresters who spend a great deal of time and money rescuing newly planted trees from grass competition. Trees springing up as seedlings or suckers in professional turf of parks and gardens are nightmare scenarios for groundsmen.

Greenkeepers will have planted their own trees or inherited them, and providing planting pattern and

choice of species was well thought out any negative impact on turf should be minimal, and rectifiable allowing greenkeepers to focus on broad-leaved herbaceous plants which are the common enemy of turf and trees on golf courses.

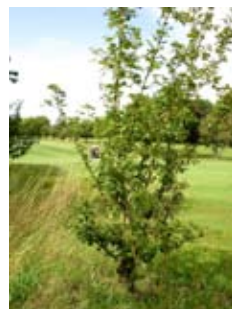
Why plant trees on golf courses

Trees add to the golf course environment by enhancing the landscape, improving playability and broadening biodiversity. By the same token tree planting should not be carried out in environmentally sensitive areas at the expense of biodiversity.

Some key specific functions of trees on golf courses are:

- **Definition and delineation of the course including defining and dividing fairways, indicating the line of play and delineating out-of-bounds from playable areas.**
- **Guarding greens, providing markers for locating 'lost' balls and generally enhancing challenges presented to golfers**
- **Protecting the privacy of golf courses and providing shelterbelts and wind breaks especially in exposed locations and situations.**
- **Improving and complementing course character and aesthetics both visually and intrinsically through new and improved micro climates and ecosystems for extended biodiversity**

Overall success will ultimately depend on tree species selection and planting position. Trees are clearly planted around rather than inside main playing areas of fine and professional turf, but natural forest



Young trees like this field maple require constant care



Exposed tree roots present real dangers during mowing

trees like oak, ash, beech and lime can eventually impact both aerially and underground on greens, tees and fairway, even if planted well away from these key playing areas. Potential problems may not become reality until decades later so should be borne in mind and factored in at planting.

Subterranean impact of trees on turf

Calculations show 10 per cent of total tree biomass is underground as root tissue. Feeder roots of large forest tree species like oak (*Quercus* sp), common ash (*Fraxinus excelsior*), lime (*Tilia* sp) and beech (*Fagus sylvatica*) stretch many metres beyond the edge of the tree canopy. Turf adversely affected by trees is persistently weak, off colour and will develop 'dry spots' from which grass has disappeared but broad leaved weeds will grow.

Trees and grass compete for the same resources (sunlight, water and nutrients) with trees usually at an advantage in the normal course of events. Tree feeder roots will be deeper underground exploiting water and nutrients that turf grass roots cannot reach. That said trees may expose large roots at or above the soil surface having arrived there by migration, or incidentally due to soil erosion. Hard roots protruding above the surface add a potentially dangerous dimension for mowing machinery.

Another problem is suckering where tree roots bear buds which develop into shoots and eventually self-supporting trees. Suckering is not common to all trees but prevalent nevertheless in a number