



Unsung Hero Celebrates Anniversary and Opens Eighth Awards

One of Terrain Aeration's current Unsung Heroes, Keri Jarman of Moor Park Golf and Country Club, was on hand at Saltex to help celebrate the company's 10th anniversary and open nominations for this year's awards.

Now in their eighth year, the Unsung Hero Awards are open to any Greenkeeper or Groundsman, deemed to be outstanding in his or her dedication to the industry, whether it be help and support given to colleagues, extra effort in the face of adversity or sterling, solid performance over and above the call of duty.

In other words, those who go that extra mile without any thought of reward.

The winners will be announced at Harrogate, having been judged by representatives from BIGGA, the IOG and the STRI, and will receive holiday vouchers, a framed certificate and a cheque for £200.

Nominations are invited from anyone in the industry (bar immediate family) and nomination forms will be available to download from Terrain Aeration's blogsite www.terrainaeration.co.uk

DEDICATED FOLLOWERS OF PASSION



Deputy Course Manager: Paul Dunn
Joined the club straight from school at the tender age of 16 in November 1970.



Mechanic / Senior greenkeeper: Andrew Briggs
Joined the club in June 1985

Greenkeeping is not only a job but a passion for two members of Burnham & Berrow Golf Club's greenkeeping staff.

Deputy Course Manager, Paul Dunn, joined the club straight from school at the tender age of 16 in 1970. Mechanic/Senior greenkeeper, Andrew Briggs, joined the club in 1985.

Both have seen many changes over the years in work and machinery available, to present the wonderful links of Burnham to the highest standard.

Paul remembers having to use the Patterson's aerator that had no drive to the wheels. The engine only drove the drum, making turning on slopes etc very difficult. You had to make sure your assets didn't get caught! Between greens you would have to walk something the young lads can't believe.

Course Manager Richard Whyman adds that having Paul and Andrew helping to lead the rest of the club's dedicated team, makes managing course presentation for our members and guests very effective. Just as well, as the club will make history next year by holding the EGU Brabazon Trophy and the R&A Boys championships within the same year.

Harry Diamond Remembered

The Harry Diamond Quaich was again played over the Belleisle Course, Ayr. Weatherwise, one would have thought that the Heavens had opened up and had concentrated their centre on Belleisle. Backed up by a "Gale Force" wind, sweeping down from the Cumnock Hills. The brave and fearless men, women and children were standing on their respective tees awaiting the 9am klaxon to start off this year's Harry Diamond Quaich.

Again this well supported competition had a full and overflowing entry sheet.

Considering that the Belleisle Hotel was closed due to a lack of patrons, the presentation of prizes had to be awarded at the Abbotsford Hotel, just a stone's throw away from the course.

Everyone who took part in the competition arrived there to be greeted with a free drink, and a raffle ticket for the splendid array of prizes on the table.

The whole Diamond family were involved in the arrangements of the golf and the apres Golf and the Harry Diamond Quaich was presented by Harry's wife, Jessie.

The winners were H. Russell, P. Tasker, P. Watson and A. Graham who had a remarkable score of 96 points, magnificent golf considering the weather.

The family wish to thank all who donated cheques and prizes, without which support the competition would not be possible. Also the golfers who turned out in such appalling weather are to be admired and thanked.

The whole day was a credit to Harry's memory and depicts just exactly the high esteem in which Harry was held by the Ayrshire golfers.

The presentation of prizes closed with a vote of thanks for the staff involved in running and arranging the ever successful Harry Diamond Memorial Quaich.

Cecil George



THE HOW TO SERIES

Download and learn

How to conduct a one-to-one meeting

How to conduct a team briefing

How to prepare for an appraisal

How to recruit the right staff

How to write a job description

Exclusive to BIGGA members

1. 'How to Cascade Goals to Teams and Individuals'

Introduction
The formation of goals that set out what a business is aiming to achieve is a key part of business planning. Teams and individuals throughout the organisation need to be briefed about what the goals are and what they should do to help achieve them. This requires a management process to be in place that cascades top-level goals down through the organisation.

Definition
A goal describes a measurable outcome or result that needs to be achieved.

1. Cascading goals
Cascading goals means breaking down the organisational goals into a series of smaller goals that describe what each unit or department needs to achieve. These goals are then broken down further until each individual in the unit has their own performance goals. In this way, progress throughout the organisation is measurable.

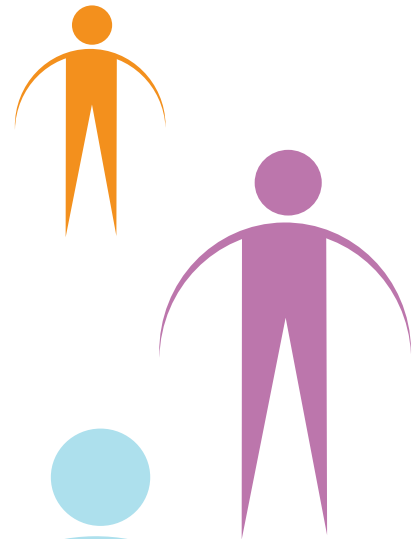
In some areas of the organisation, it may be enough to cascade goals down to the team level (e.g. in administration or production teams, where they work together more as a team than as individuals), for some it is more appropriate to agree individual goals (see 'How to Develop an Appraisal System', and 'How to Prepare for an Appraisal'). What is important is that you get it right for your organisation.

instep
instep UK Ltd, Willow Barn, Newcastle Road, Brereton, Sandbach, Cheshire CW11 1SB
Tel: 01477 505811 Fax: 01477 505822 email: enquiries@instepuk.com www.instepuk.com

“How To...” guides are now available exclusively to BIGGA Members, on a range of Human Resource topics.

These short, handy guides provide practical, step by step guidance on a range of subjects. The guides can be downloaded and used to help you develop your knowledge and implement new processes within your workplace.

To access the “How To...” guides, log on to the **BIGGA Members Area** at www.bigga.org and **click on Member Resources**.



The 'How To...' guides are a new benefit of BIGGA membership and are brought to you thanks to the continuing support of the contributors to the Learning and Development Fund.





Chairman's Word

National Chairman, Paul Worster, gives his thoughts for the month

Should we keep Harrogate Week? You decide

Harrogate Week is unique. It is the only Groundscare event in Europe to offer its members the following combination of attractions in one place.

An Education and Training event that has dozens of seminars to choose from ranging from one hour to two days.

An Industry Show that has all the latest products and services on display and under cover.

A social networking experience – year in and year out greenkeepers return to re-charge their batteries and enjoy the camaraderie that brings the town of Harrogate to life.

Greenkeepers from all over the globe gather at Harrogate every year. And so they should for BIGGA is the single largest Association for greenkeepers at all levels in the world.

However, all trade shows are now going through a period of upheaval. In response to this, BIGGA, the IOG, Pitchcare, the AEA and others are looking at how Harrogate Week and SALTEX can be “future-proofed” over the coming years.

BIGGA will fight fiercely to protect and enhance its membership services.

Starting soon the industry will be surveyed to determine exactly what is wanted – e.g. the Trade, the Member Associations, and the individual working greenkeepers and groundsmen. Rest assured however – BIGGA will fight fiercely to protect and enhance its membership services at all times.

As a member of the Association you will be surveyed. May I strongly urge you – when the survey arrives, do not ignore it. Please consider each part of it very carefully.

BIGGA is committed continuously to improving Harrogate Week. This year the event will feature even more career enhancing opportunities, ranging from a one-day ‘Fine Turf Managers’ Conference’, to a ‘Development Seminar for Assistant Greenkeepers’, to ‘Viva Volunteers!’, a Workshop aimed at supporting industry volunteers from home and

abroad, to an ‘Enviro-zone’ where experts will be on hand to discuss projects and advise on such issues as ‘grant-aid’, carbon reductions and green energy.

I hope you will take the opportunity to visit our suppliers and manufacturers and discuss with them the latest innovations as well as the tried and tested products.

Also, take a moment to thank our supporters who have donated £1 million to the Learning and Development Fund.

I am very concerned that if we do not support our trade shows we will lose them. If we want to keep them we will need to vote with our feet and get to Harrogate Week in January.

We will need to fill out and return the surveys and show the industry what we want.

To paraphrase that well known TV show. ‘Should we keep Harrogate Week? You decide!’

Greenkeepers may not be able to continue to thrive in the profession without producing CPD certificates.

Much will be written about Continuing Professional Development (CPD) in the coming months and years.

To continue in the profession Greenkeepers will have to embrace CPD. It is highly likely, for example, that Pesticide Spray Operators Certificates of Competence are to become time-limited, requiring a re-sit every three years – unless the operator can prove ongoing CPD.

This ‘compulsory’ CPD exists in other professions. Just as lawyers and dentists cannot continue in their profession without attending the seminars that update their skills and awareness then pretty soon greenkeepers may not be able to continue in the profession without producing CPD certificates every year.

BIGGA will support your advancement all the way, providing the opportunities to keep up with qualifications.

I refer anyone in the slightest doubt about this to (for example) Jon

Allbutt’s Pesticide Update Course (12 CPD points) on the Monday of Harrogate Week 2011.

BIGGA wishes to introduce a modern, industry-recognised CPD scheme which delivers exactly the opportunities that are needed for today’s greenkeepers to thrive.

However, without your help and participation the scheme would not be as effective or as user-friendly.

If you are an Assistant, or you know an Assistant who perhaps has never attended Harrogate Week, or who perhaps has felt overwhelmed at the prospect – then make a resolution to attend Harrogate Week in 2011.

There you will find something for everyone, and equal status as far as development is concerned. CPD has never been just for Master Greenkeepers.

Now it is essential to all our careers. Essential because of the pressure of the recession. Essential if we are to advance the greenkeeping profession.

Finally, may I just say that many of us can find ourselves working on far-flung sites often without close support from peers and colleagues. BIGGA provides support if you feel you are being treated unfairly by your employer or even your colleagues. We offer impartial and relevant advice through our legal helpline.

Get in touch.

I would urge any member to get in touch as quickly as possible should difficulties arise.

It can be very lonely at times, and this brings me back to the networking and support that BIGGA can offer.

BIGGA has the systems in place for you to get up-to-date advice and support.

Let me also assure you that your volunteer Board of Directors has the vision and the determination not to shrink from difficult decisions if they are in the best interests of our members and the best interests of the greenkeeping profession.

Contact Details

Please note that any member can contact the Chairman directly and privately at: talktopaul@hotmail.co.uk



Greenkeepers Training Committee



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

The GTC is aware that many of the readers of this column are often the greenkeepers who, with the odd exception, are convinced that there is no substitute for having an educated, trained and preferably qualified greenstaff to maintain and manage the golf course. However...

For many years greenkeepers, mainly through their own Association, have asked for better support from the Home Unions and other golfing organisations including the R&A, GCMA, PGA and PGA European Tour to help spread the word to the golfer on the important role and work of the Course Manager and his/her greenkeeping team contribution to the game of golf.

In recent years we have seen real progress and the GTC Board with its representative bodies, the Home Unions and BIGGA are determined to make every effort to "educate the golfer".

We now have annual seminars and workshops hosted by the Home Unions on behalf of the clubs they represent and more often than not include some aspect of greenkeeper education on the programme.

The GTC has representatives from the Unions on both its Board and Technical Committee and this has assisted tremendously in "spreading the word" and in addition to the seminars and workshops the GTC has now been offered the opportunity to write articles in the Home Unions widely distributed newsletters.

The English Golf Union has proposed that six articles be written by leading Course Managers to explain, "A Year in the Life of a Golf Course" which is hopefully just the start of an ongoing campaign to inform golfers of the work that is carried out to all areas of the golf course at various times of the year.

The Scottish and Welsh Home Unions are also considering including similar articles in their

publications, which is excellent news for greenkeepers.

All three British Home Unions have Golf Services Committees, which are very active in promoting all aspects of greenkeeper training.

A couple of examples of their ongoing support to promote greenkeeper training are the Welsh Golf Union's grant to its affiliated clubs registering a trainee at a GTC approved Centre and the Scottish Golf Union's development of Case Studies showing best practices aligned to the Sustainable golf course programme.

There is now some excellent information available on the websites of all the representative bodies on the GTC - visit www.the-gtc.co.uk and click on the respective logos.

We also should acknowledge the support, through a special project, The R&A has given to the GTC primarily to promote the Sustainable golf course and Benchmarking to our Centre turf staff but this years series of workshops also included representatives from the Professional Golfers Association (PGA) and the Golf Club Managers Association (GCMA).

Never has it been more important that all golfing bodies work together to not only promote greenkeeper training to maintain good sustainable playing surfaces but also to assist the many golf clubs who are struggling in the economic climate.

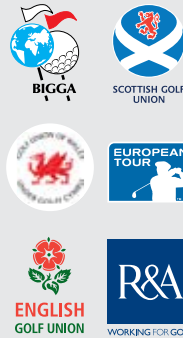
The ongoing reports from the Home Unions that many private clubs memberships are still in decline and the nomad golfers are increasing has led the GTC to appeal to golf clubs to consider donating a green fee to the work of the GTC on behalf of the casual player enjoying their facilities.

The letter to clubs from GTC Chairman, Donald Steel, can be viewed on the GTC website and any reader who feels they or their employers can assist the GTC,

In Brief

David explains how there is real progress in raising the awareness to the "golfer" that many of the day to day routine maintenance programmes being carried out by the greenkeepers are not designed to annoy the golfer but in fact are all aimed at improving the playing surfaces for as many days of the year as possible.

The GTC is funded by:



please feel free to download the letter and form.

All contributions will assist the GTC to continue its vital work for the game.

The most recent initiative from the GTC is the launch of its Quality Assured Scheme.

One of the most important roles of the GTC is to direct both employers and greenkeeper students to those Centres and Training Providers who offer qualifications and courses in accordance with the National Standards for greenkeeping.

I make no apology in asking readers once again to look out for the GTC's Quality Assured logo on literature and websites of those Centres and Providers who have met the criteria - see below.

For further information on any matters relating to greenkeeper education, training and qualifications contact the GTC direct: Tel 01347 838640 or email: david@the-gtc.co.uk

Contact Details

David Golding
GTC Education Director

01347 838640
david@the-gtc.co.uk

GTC
Aldwark Manor
Near York
YO61 1UF

www.the-gtc.co.uk



For the most up to date list of Quality Assured Centres and Training Providers visit the GTC website www.the-gtc.co.uk

There are many Centres, colleges and training providers up and down the country who offer turf courses and qualifications; however the GTC will continue to promote only those who have gained the QA assured status.

Learning & Development

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



October means dark nights, pumpkins and trick or treat. With Harrogate Week approaching, you'll be in for a treat!

 **Continue to Learn at Harrogate Week 2011**

The Continue to Learn at Harrogate Week 2011 programme is now available. BIGGA members should have received a copy with this magazine.

With a combination of two day, one day and half day workshops, supplemented by a series of free seminars, Continue to Learn 2011 will deliver almost 150 hours of education over five days. We have worked hard to ensure that there is something for everyone and for the first time we will be presenting a Turf Managers' Conference.

We have been able to reduce the cost of the workshops and conference thanks to the support of the Gold and Silver Key contributors to the Learning and Development Fund.

The workshop programme will include:

Two-day workshops:

Golf Course Design
Moving into Management

One-day workshops:

Basic Golf Mechanics Workshop
How to be an Outstanding Manager – Part 1
How to be an Outstanding Manager – Part 2
Irrigation System Design
Moving With The Times
Diagnostic and Problem Solving
Basic Budgeting and Golf Club Finance

So You Want to be a Golf Course Manager

Pesticide Update
Golf Club Marketing

Nine half-day workshops:

Basic Electrical System Maintenance
Producing a Golf Course Policy Document
Volunteer's Workshop
Introduction to Hydraulics
Master Greenkeeper Certificate Workshop
The Rules of Golf and Course Set Up for PGA Events
Protected Species and Habitats for Bumblebees and Butterflies
Basic Greenkeeping Techniques
Carbon Auditing for Business Advantage
Good Soil Chemistry and Biology
Development Seminar for Assistant Greenkeepers
Golf Club Management – Getting it Right in 2011 presented by the GCMA

All of the workshops can be booked online via the Harrogate Week website or by contacting the Learning and Development Department on 01347 833800 and select Option 3.

More seminars will be added to the programme and can be found on the official Harrogate Week website, www.harrogateweek.org.uk.



Toro Student Greenkeeper of the Year Award 2010

The eight finalists for the Toro Student Greenkeeper of the Year Award arrived on Sunday 12



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.

September for the National Finals. Following a relaxed dinner that evening, the finalists were put through their paces on Monday by the four judges, Bruce Jamieson from Toro; Nigel Lovatt from Lely UK; Chris Sealey, Chairman of BIGGA's Learning and Development Sub Committee and me.

They underwent a 45-minute interview and had to complete an assignment on the 1st, 17th and 18th holes of Aldwark Manor Golf Course.

Competition was intense and all of the finalists performed to a very high standard making it a very difficult decision for the judges.

After much deliberation the decision was made and the 2010 Toro Student Greenkeeper of the Year was awarded to:

Andrew Stanger, from Horsforth Golf Club, and representing Askham Bryan College.

Andrew will be attending the Winter Turf School at the University of Massachusetts commencing in January 2011.

Congratulations go to Andrew and also to his course tutor, Steve Prinn, who wins a trip to the Golf Industry Show in Orlando, Florida.

The runners-up, who win a trip to Harrogate Week 2011, were:

Sebastian Cavilla, from The Manor House Golf Club, representing Bridgewater College, Cannington Centre

Sean Borrett, from Ellesborough Golf Club, representing Myer-scough College

Our congratulations go to all of the finalists.



Contact Details

Sami Collins
Head of L&D
sami@bigga.co.uk

Rachael Duffy
L&D Administrator
rachael@bigga.co.uk

01347 833800 (option 3)

www.bigga.org.uk

Thank you to our Golden and Silver Key Sponsors



Golden Key Individual Members: Steven Tierney; WJ Rogers; Andy Campbell MG, CGCS; Iain A Macleod; Frank Newberry; Neil Peachey

Silver Key Individual Members: Ade Archer; Steve Dixon; Paul Jenkins; Richard McGlynn; Sam Langrick; Neil Whitaker; Graham Wylie, Michael Beaton, Douglas Duguid, Derek Grendowicz



Six of the Best for Bearwood Lakes

Bearwood Lakes at Sindlesham, near Wokingham, has recently upgraded its mower fleet with six new John Deere machines from local dealer Golf & Turf Equipment.

They include three 2500E hybrid greens mowers, two 7700 PrecisionCut fairway mowers and an 8800 TerrainCut rotary semi-roughs mower. All the cylinder mowers are equipped with John Deere's

new Quick Adjust QA5 or QA7 cutting units, which are described as "awesome" by Master Greenkeeper Daniel Lightfoot, who has been Course Manager at Bearwood Lakes for the past five years.

"We have run John Deere tractors and Gator utility vehicles for a number of years, and the QA cutting units were a big factor in persuading us to change to the new mowers after I first saw them being demonstrated

at The Berkshire and at BTME/Harrogate Week," said Daniel.

"We like to change the cutting heights to suit ground conditions each day, if possible, and these new units allow us to do them all in just a few minutes, they really save a lot of time.

They stay on cut really well too, and all the greens staff like using the machines, which are very comfortable with very good controls.

E-Z-GO SUPPORT WOMEN'S RUGBY

E-Z-GO supported the recent Women's Rugby World Cup which took place at the Surrey Sports Park, providing a fleet of electric shuttles and an ambulance vehicle for use at the tournament.

All of the preliminary round games were played at the Surrey Sports Park with the semi-finals and final taking place at Twickenham's Stoop stadium, the home to Harlequins RFU.

New Zealand beat England 13-10 in a thrilling final, watched

by a crowd of almost 14,000.

E-Z-GO provided a fleet of 10 electric RXV 2+2 shuttles, which can be used for transporting up to four people or, with the rear seats folded, converted in an instant to a two-seater with a load platform for carrying a wide range of items and equipment. The company also provided a mini-ambulance, complete with stretcher and emergency equipment, in case of injury to the players or spectator illness.





Lewis Blois Joins Scotts

Scotts Professional has appointed Lewis Blois as Technical Area Sales Manager for the East Midlands and East of England. He's no stranger to the turf industry or to Scotts' products, having joined from Sherriff Amenity where he was Amenity Representative for Norfolk, Suffolk and Cambridgeshire.

A keen semi-professional footballer with Norwich United, Lewis is looking forward to working with the Scotts Turf & Amenity Team to provide advice and product support for the company's extensive range of fertilizers, control products and grass seeds. Scotts Professional's Business Manager for the UK and Ireland, Richard Walton, said: "I am delighted that Lewis has joined the team.

"His enthusiasm for the industry is abundant and he'll provide superb technical and sales support to our valued customers and distributors."



The dedicated turf management advice website for the UK and Ireland, GreenCast, now provides information on wind speed in easy to use miles per hour, instead of metres per second. Greenkeepers and sprayer operators had highlighted traditional assessments and spray records called for details in MPH, rather than the metric equivalent.

GreenCast Project Manager, Karen Roberts, reports wind speed is a crucial factor in identifying opportunities to spray, as well as assessing drying conditions that will influence irrigation and other turf management operations.

Sign of the Times

As a direct 'sign of the times', JSM Distribution has seen a huge increase in enquiries for the hire of their Sand Storm screening system.

Principally aimed at the renovation of golf course bunkers, the Sand Storm can also handle other materials that may benefit from a screening process. Vibrating screens on the Sand Storm work to remove debris such as leaves, twigs, needles, weeds, stone and clay particles. The screens will also trap silt deposits on their surface, allowing for wash off and removal. The process remixes the sand particles and 'fluffs' it to a like new condition.

Eliminating settling and compaction as well as cleaning away unwelcome contamination the Sand Storm can dramatically improve the playing characteristics of the bunker and reduce the need for major sand replacement or renovation programmes where bunker contamination is a headache.

Sales Manager, David Timms said, "It is not surprising in the current financial squeeze that many organisations are considering hire rather than the purchase of capital equipment. However, the huge interest in the Sand Storm indicates that this cost concern doesn't affect just machinery but all materials and practices. A lot more clubs are now becoming interested in the renovation results they can achieve recycling their existing material, rather than replacing. In the past we have treated hire in a rather ad hoc fashion, but as a result of the upturn in enquiries this summer we are now organising ourselves to be able to hire the units on a national basis'.

The Sand Storm is available from JSM Distribution and hire rates start from £350 (+ vat) per week, plus delivery.. Lo-Call 0845 026 0064.



What's your number?

Our regular and random profile of an industry figure continues with this month's lucky number...

Shona Garner comes under the spotlight

Name: Shona Garner

Company: Shona Garner Coaching Services Ltd

Position: Director

How long have you been in the industry?

7 years

How did you get into it?

In the latter years of my career I'd often hankered after trying my hand at starting out on my own, doing what I love – so seven years ago – took the plunge!

What other jobs have you done?

Bit of a mixed bag really! Major career choices were teaching, which I did for 17 years. Then I moved into the pharmaceutical industry. But I've also picked carnations in Jersey; done voluntary work on a wild-life reserve in Namibia and sung semi-professionally in a band!

What do you like about your current job?

I love seeing people grow! Have an endless fascination for psychology; what makes us tick; what makes some humans more "successful" or fulfilled or happy than others – and get a huge buzz from seeing those managers I work with on workshops or 1-1 develop, grow their potential and make a difference!

What changes have you seen in the industry?

Every industry faces change – it's the only constant! And how people deal with it is what makes the difference between organisations which thrive and those which flounder.

What do you like to do in your spare time?

I love walking, yoga and my step class! Great way to burn off frustration and stress! And, sad to say – I love reading psychology books or books about management!

Where do you see yourself in 10 years time?

Watching sunsets in some warm sunny clime, with an on-line business I can run from anywhere and more volunteer work.

Who do you consider as best friends in the industry?

Sami Collins and Rachael Duffy. They have great enthusiasm, positivity and energy! I love being around people who make you feel better!

What do you consider to be your lucky number?

Mmmm! Don't have one. I think we create our own luck!

Shona has picked no. 13, Carol Borthwick of Elmwood College



Living the dream



Scott MacCallum meets the 2010 Toro Student Greenkeeper of the Year

Back in 1997 a 12 year-old schoolboy explained to his Careers Advisor that he loved cutting grass and really would like a job that paid him to do just that.

The Advisor suggested that he think about greenkeeping and recommended that he check out the internet to find out more. When he did, the first thing he came across was a report on the Toro Student Greenkeeper of the Year Award in Greenkeeper International.

If young Andrew Stanger had been keen to cut grass for a living prior to that the realisation that you could also win prizes and make a proper career out of it set a rocket under his ambitions and 13 years later he has emulated 1997 winner, Steve Nixon, and become the 2010 Toro Student Greenkeeper of the Year.

"I'm absolutely thrilled to bits," said Andrew.

"Before I got to Aldwark Manor I'd read about all the other finalists in the magazine and realised just how tough a competition it would be.

"It was very intimidating and when the runners-up names were read out, and it was win or bust, I looked across at the others and saw a number of potential winners sitting there. When my name was read out I could hardly move."

While Andrew was shocked to win, it would have come as no surprise to anyone who has come across him during the last five years.

Since then he has achieved his NVQ Level 2 in six months; worked at Liberty National Golf Club, in New York, as part of the Ohio State University Intern programme; worked at Augusta National for a period including the 2009 Masters, and was snapped up as Course

Manager of Horsforth Golf Club, in Leeds, on his return to the UK.

Andrew can trace his passion right back to the age of five when he used to join his dad at weekends as he worked at Sowerby Bridge Cricket Club.

"I used to stand on the back of his roller and go round and round for hours. I was just fascinated by the stripes, the grass clippings, the smell of petrol... everything."

He got his first job selling lottery tickets at Halifax Rugby Club when he was just seven and started working on gardens when he was not much older.

Wetherby every night after school and I'd get changed and have my sandwiches in the car on the way. Ultimately though, I didn't fancy the life of a professional footballer and turned down the offer to stay with the academy."

Having done well at school, and looking to make his greenkeeping dream a reality, Andrew was accepted for the turfgrass science degree at Myerscough College, but left after a couple of months.

"I'd never been on a ride-on machine, or even been on a golf course, and it didn't feel right. The course content was brilliant but

"When I was 14 I got a job at a stables. It was a big stately home and the owner asked me if I could make it a full day and work on the gardens in the afternoon. I was there for six years and I always used to leave the lawns until last because that was my favourite bit"

Andrew Stanger

"When I was 14 I got a job at a stables. It was a big stately home and the owner asked me if I could make it a full day and work on the gardens in the afternoon. I was there for six years and I always used to leave the lawns until last because that was my favourite bit.

"I just thought then that if someone would pay me to cut grass every day I'd do it."

All this time Andrew was combining his gardening with school and football – he was a member of the Leeds United Academy and played alongside future England player, James Milner.

"My dad used to drive me from Halifax to the training ground in

I was with guys who all had golf course experience and I felt that I was sitting on my backside getting money from my parents which just wasn't me."

Returning home he put together a CV and sent it out to 50 clubs within an hour of his home. One of them, Calverley GC, invited him over for a chat and he met Course Manager, Clive Walton, who immediately offered him a job, starting the following day.

With Calverley short of staff Andrew was in at the deep end and loved it.

"I pestered Clive all the time about the job. I think he enjoyed it and he trained me by the book, no short



cuts. After two years they sent me to Askham Bryan College to do my NVQ 2," he said.

Having been trained in advance by Clive, he sailed through in just six months and picked up the College's Student of the Year prize.

"I thought Steve Prinn, the Head of Turf at the College, was amazing. He'd come in without notes and reel off information and facts. I couldn't believe that he knew so much and it showed me that I had a mountain to climb."

Andrew had already applied to the Ohio State Intern programme, putting himself under pressure to achieve his NVQ within the timescale, and it was while he was working in a pub, something he did on Saturdays, Sundays and Tuesdays, that he got a call from Mike O'Keefe, asking him how New York sounded and offering to send him to Liberty National Golf Club for six months.

"It sounded brilliant, although I was terrified. I checked the club out on the website and, at that time, it was the most expensive course ever built, costing, I believe, \$250 million and laid out on an old toxic wasteland using rubble from the Twin Towers," said Andrew, who handed in his notice to Calverley, got his visa and, within a couple of weeks, was off.

Andrew's enthusiasm and drive soon caught the attention of the Liberty National Superintendent, Greg James.

"I said yes to everything and never took a day off. I was spraying greens within a week, rolling greens and lapping it all up. I'd often be there on my own at weekends carrying out the greens check and reporting back to Greg," said Andrew.

felt I'd got the Golden Ticket but, again, I was terrified."

As before he threw himself into it and, keen not to allow home sickness to kick in, immersed himself in work, even swapping with guys from the sister squad so that he could work every weekend.

"We'd start at 4am and I knew I wouldn't finish until at least 5pm, but would often work until 7, 8 or 9.

"The attention to detail was incredible and it never ends. Once, early on, I went back and said I'm done and they said, 'what do you mean you're done?' By the end I knew every inch of my holes!"
Andrew Stanger

After just two months Greg asked him where he would be going after New York and Andrew explained that it very much depended on the feedback and how well Greg would say that he'd done.

"He told me that he had friends at Augusta National and that I might like to think about going down there. I said I didn't need to think about it and sent my CV down to Superintendent, Brad Owen, I then had a three hour telephone interview and after an intense process was told that I'd got the position. I

They got the picture pretty quickly that this kid was keen, and a bit nuts!

"I spent the first two weeks with the Bunker Technician and was then put on the Hole Care team initially being responsible for holes 8 and 9 but within a couple of weeks the prize holes of 11 and 12 on Amen Corner became available and they said that they thought I'd be good down there and did I fancy it?"

So Andrew spent the rest of his time at Augusta solely responsible