

E AT CONFERENCE



Tributes to BIGGA Life Member Henry Fry

Everyone at BIGGA was saddened to hear of the passing of Henry Fry on 29 January, aged 84, following a brief illness.

A Life Member of the Association, he replaced his father when he became Head Greenkeeper at Clyne Golf Club in South Wales and was also BIGGA's South Wales Section Secretary before his retirement in 1994. He was also a Chairman of the BGGA, as was his father.

Gareth Dunce, Deputy Head Greenkeeper at Southerndown Golf Club in Bridgend, paid this tribute.

"Reserved and unassuming, Henry could be described as a gentlemen, a man of absolute integrity, great loyalty, and worth his weight in gold - a cliché which hardly does him justice. His father Harry Fry was appointed as Clyne Golf Club's first Head Greenkeeper in February 1920 and was directly responsible for the construction of the course as designed by golf architects H.S Colt and Harris.

"Henry joined the greenkeeping team in September 1958 and took over the Head Greenkeeper position upon his father's retirement in 1962. He gave many years of dedicated service on the course, often under extremely frustrating conditions. Henry was heavily involved within the industry from the start of his career and was very

keen to promote all aspects of greenkeeping, and went on to become BIGGA's South Wales Section Secretary.

"As a well-known and respected figure during this period he amassed many colleagues and friends whilst organising many golf days and other events, in which he could be found improving his game. He was a good golfer but never took the game too seriously. He was a very approachable figure and was happy to pass on his many years of experience and advice on to young greenkeepers.

"He was also well known for his mechanical skills and could often be found repairing, improving and improvising on machinery in the workshop. He was frequently many people's first port of call regarding any mechanical problems and always offered to lend a helping hand.

"Clyne Golf Club recognised his outstanding contribution by electing him an Honorary Life Member in 1994 and he also became a Life Member of BIGGA. To mark the end of his time at Clyne the Henry Fry Retirement Event was held in September 1994. The clearest ever indication of the respect in which Henry was held by the club's members was the fact that he was accorded a standing ovation by the large crowd present."



FTMI DELEGATES ANNOUNCED

The delegates for the second Future Turf Managers Initiative made possible by Jacobsen have been announced, and they will head to Ipswich later this month for three days of superb education and networking.

The inaugural 2013 event, aimed at promising greenkeepers looking to make the step to Course Manager, was such a success BIGGA and Jacobsen have agreed to repeat it.

It will be held at Ransomes Jacobsen HQ between 25-27 March. Course Managers from some of the UK's top golf facilities will be mentoring, there will be sessions covering everything from interview techniques to building a budget and Dr Frank Rossi Ph.D, Director of Turfgrass Agronomy at Cornell University in the USA will be the special guest speaker.

The feedback from last year's event was terrific and Daniel Scott, Greenkeeper at Woburn Golf & Country Club, spoke for many of the attendees when he said: "It was a superb programme with excellent

speakers, I learnt so much during the three days that will be relevant to my career progression."

For 2014, the candidates will have sessions covering effective communication strategies, interview tips, volunteering opportunities at tournaments, dealing with club politics plus an open forum on challenges in the workplace.

They will work with five hugely experienced mentors – Steve Chappell, Head Greenkeeper at Gleneagles' PGA Centenary Course, Matt Plested, Course Manager at Muswell Hill Golf Club, Michael Sawicki, Head Greenkeeper and Club Manager at Dulwich and Sydenham Hill Golf Club, Lee Strutt MG, Course Manager at G West and Stuart Yarwood MG, Course Manager at Lymm Golf Club.

The candidates will also have a factory tour and play RJ National – the three hole course on site. They are:

John Bateson - St Andrews Links Trust
Sean Brocklehurst - Harpenden Common GC

Stewart Brown - Royal Aberdeen GC
Joe Buckley - Queenwood GC
Duncan Cairnie - Carnoustie Golf Links
Rob Donnelly - Hockley GC
James Fox - Trentham GC
Gary Fraser - Rockcliffe Hall GC
David Gibbons - Little Aston GC
Kevin Glazier - Royal Mid Surrey GC
Steven Haire - Ealing GC
Jamie Hughes - RJ National
Richard Jenkinson - G West
Derrick Johnstone - The Wentworth Club
Harry Larkins - Northamptonshire County GC
Gregor Mackintosh - Turnberry Hotel & Golf Course
Peter Moore - The Wentworth Club
Graeme Roberts - Tandridge GC
Richard Sheldon - Stonebridge GC
Chris Taylor - Willesley Park GC
Myles Wood - Berkhamsted GC

Thanks to all who applied, commiserations to those who did not make it this year.

BELOW: FTMI Delegates 2013





Future Turf Managers Initiative

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Membership News

The latest news from BIGGA

Following the Greenkeeper International survey, we've revamped the Membership pages – and we want you to get involved.

As before, this section will highlight the many benefits BIGGA membership gives you, but will feature you, the members.

We want to hear your stories and experiences – so whether you've

found a new job through BIGGA, got help through our Legal Helpline or Lifestyle Counselling, worked at a high-profile tournament or even won a golf competition we want to hear from you!



BIGGA have chosen the greenkeepers from across the UK and the world who will be assisting the home greenkeeping team at Royal Liverpool GC at the 142nd Open Championship in July.

We had over 140 applications and as always, it was a tough decision to select the team. BIGGA's General Manager Tracey Maddison explained more about the process in Greenkeeper International in April last year. She said: "We look at every single application thoroughly - it's vital we get a good mix of experience, younger members and overseas members.

"It's important to ensure there is a core of people who have Open

Championship experience in the team to act as mentors for those who are involved for the first time.

"As part of the process there is a guarantee that a certain number of first time applicants are selected as well as a good number of members who are engaged with BIGGA at Section level or through CPD."

Here is the team for 2014...

Paul Armour
Head Greenkeeper, Lochgelly GC
Tony Bartram
Greenkeeper, Richmond GC
Graeme Beatt
Greenkeeper, County Sligo GC
Graham Blackburn

Head Greenkeeper, Ryburn GC
Harvey Brooke
Greenkeeper, Redditch GC
Martin Brown
Deputy Course Manager,
Aldwickbury Park GC
Jack Bryson
Greenkeeper, Huddersfield GC
Andrew Clark
Greenkeeper, Broadstone GC
Stephen Dale
Head Greenkeeper, Withernsea GC
Neil Davey
Greenkeeper, Worpleston GC
Jack Davies
First Assistant Greenkeeper, Five
Lakes Hotel Golf & Country Club
Joe Dormer
Greenkeeper, West Sussex GC
Michael Ellis



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John Young Sandra Raper



Clive Osgood Tracey Harvey

OTHER USEFUL NUMBERS

(Full Members only)

Personal Accident Helpline
0207 2048952

Greenkeepers Legal Assistance
0800 177 7891

Lifestyle Counselling Helpline
0844 770 1036
www.arlegal.co.uk/carefirst



Deputy Course Manager, The Point at Polzeath
 Asa English
 Deputy Head Greenkeeper, Rothley Park GC
 Sam Evans
 Deputy Head Greenkeeper, Oakland Park GC
 Tom Evans
 First Assistant Greenkeeper, Harleyford GC
 Geoff Fenn
 Course Manager, Bedford & Country GC
 Stuart Ferguson
 Course Manager, Dundas Parks GC
 Tom Freeman
 First Assistant Greenkeeper, Kingsdown GC
 Paul Gater
 First Assistant Greenkeeper, Caldly GC
 Kevan Glass
 Head Greenkeeper, Brokenhurst Manor GC
 Tony Gooch
 Head Greenkeeper, Torrington GC
 Jaey Goodchild
 Course Manager, Bowood Golf & Country Club
 Steve Hemsley
 Head Greenkeeper, Bolton Old Links GC
 Jack Hetherington
 Assistant Greenkeeper, Ponteland GC
 Richard Hood
 Head Greenkeeper, Sharpley Springs Golf Course
 Stuart Ineson

Head Greenkeeper, Dunstanburgh Castle GC
 Richard Jenkinson
 Deputy Course Manager, Ochil Developments - G West
 Harry Larkins
 Greenkeeper, Northamptonshire County GC
 Ben Lowery
 Greenkeeper, Elsham GC
 Dan McGuckin
 Greenkeeper, Middlesbrough Municipal GC
 Rodney McKay
 Greenkeeper, Galgorm Castle GC
 Ronan McKeown
 Golf Course Superintendent, Montgomerie Links - Vietnam
 Billy Merritt
 Head Greenkeeper, Beacon

Park GC
 Tim Needham
 Head Greenkeeper, Beedles Lake GC
 Finbarr O'Mahony
 First Assistant Greenkeeper, Kanturk GC
 Daniel Richards
 Greenkeeper, Llandudno GC
 Ian Semple
 Course Manager, Old Fold Manor GC
 Andy Slingsby
 Greenkeeper, Halifax West End GC
 Tom Smith
 Course Manager, Colne Valley GC
 Chris Taylor
 Deputy Head Greenkeeper, Willesley Park GC

Steven Thompson
 Greenkeeper, Trentham GC
 David Thompson
 First Assistant Greenkeeper, Hexham GC
 Andy Unwin
 Greenkeeper, Rotherham GC
 Sam Voss
 Head Greenkeeper, Forest Hill Golf & Country Club
 David Wilkinson
 Head Greenkeeper, Whitley Bay GC
 Martin Woods
 Course Manager, Bedlingtonshire GC

Commiserations to the applicants who were not selected on this occasion.



BIGGA Open Support Team 2013



L&D News

The latest from the Learning and Development department at BIGGA

CPD: Personal Learning... What's in a Statement?

This month Stuart Green explains the crucial role of Personal Learning Statements (PLS) within CPD



The introduction of the new CPD programme offers members a wider variety of opportunities to claim credits either via education, networking or professional activities. The other category is Personal Learning credits.

Firstly, let's talk about what CPD is and this will help you to understand how Personal Learning Statements (PLS) can help to inform and enhance your development.

CPD

As part of the reorganisation of the BIGGA CPD Scheme, we investigated and researched other professional bodies' CPD schemes. The main conclusion we drew from this was that there is not one system that is the same. Every organisation has something different to fit

their members and their industry. However, the one core element that was fundamental to all CPD schemes was REFLECTION.

The concept of reflection is not new and we do it all the time, consciously and unconsciously. For example, dreaming is reflection, as our brains seek to make sense of our experiences whilst we are sleeping. What CPD programmes aim to do is formalise the process of reflection so that it can be evidenced.

Reid (1993) identifies the process of reflection in a simple quote:

"Reflection is a process of reviewing an experience of practice in order to describe, analyse and evaluate and so inform learning about practice"

Basically, it's a way of thinking about an experience and identifying what was learnt and how it may help you in your personal and pro-

fessional development. Reflection is very personal and will require you to examine what you felt about the experience - it's a fantastic tool for any practitioner to use but it does involve a little work. Initially, it took me a while to get the hang of it during my time as a lecturer. However, PERSEVERE, because once you understand it your skills as a competent and motivated professional will increase significantly.

Personal Learning

So what is a Personal Learning Statement (PLS)? The PLS is a downloadable document (from the CPD Resources page in the Member's Area of the website) that asks you a series of questions to help you in your reflection. (Fig.1.)

They provide you with the opportunity to identify a significant learn-





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


Silver Key Individual Members:
Steve Dixon, Richard McGlynn Douglas Duguid, Jaey Goodchild, Graham Wiley, Michael Beaton, David Barker

The funding provided by Gold and Silver Key Sponsors is used to produce training and career aids, DVDs, CD Roms, field guides and provide refunds for training fees and subsidised learning and development courses. The funding also helps support seminars, workshops, courses, the lending library, careers advice, posters and manuals.

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ing event and are structured so that you may formalise your thoughts about it.

What can I claim for?

Good question! Pretty much anything that helps you develop the skills you need for your personal and professional development. It can be used to identify transferable skills, such as communication, and people skills from an event or activity that does not fit the designated CPD categories. This may include coaching and organising youth teams or being involved in committees outside of work.

It could also be mentoring a young apprentice, dealing with a challenging issue involving a colleague or how you dealt with an awkward committee member. By formalising your feelings and experiences, it will open up opportunities for personal growth. It may also be used to review your own CPD programme. So you can get credits for gaining credits!

When completing a PLS, there is no right or wrong answer, it's about your personal feelings, conclusions and decisions. However, they should not be seen as easy CPD credits, as a form with minimal input will be of no benefit to you. A PLS should only be used to demonstrate that learning has taken place, that it's had an impact on you and is being used to inform further development of skills and attitude.

You are able to claim up to 15 credits per three-year cycle. You can claim more, but only 15 will be used in any one cycle, the rest will be carried over, but they have a lifespan of three years from the date submitted.

To summarise, here are some general tips for completing a PLS:

- Have you had any experiences that could help you in your professional or personal development?
- Use the form to guide your thoughts and feelings by answering the questions.
- The more information you put down on your form, the more you will be able to drive the benefits of learning.
- Any experience can be used, as long as you can identify that what you learnt is transferable.

Reid B (1993) 'But We're Doing it Already!' Exploring a Response to the Concept of Reflective Practice in Order to Improve its Facilitation, *Nurse Education Today*, 13: 305-309.

Figure 1



PERSONAL LEARNING STATEMENT

NAME: STUART GREEN
MEMBERSHIP No:XXXXX

SUMMARY OF WHAT WAS DONE (DON'T DESCRIBE EVERYTHING, BE SELECTIVE)

- *Attended the Learning Technologies exhibition at Olympia - Jan 2014*
- *Met with exhibitors to discuss Learner Management systems and e-learning*
- *Attended Seminars on e-learning*

NEW LEARNING

What did I learn that was new to me?

- *There is so much technology available to record and manage learning.*
- *How to manage an e-learning project.*
- *An increased awareness of the size of the accreditation project.*

What insights did this new knowledge give to me?

That there is technology available to record learning and BIGGA could use that technology to benefit its members. Also the concept of different types of learning, such as, blended, social and virtual

Did it help me see something in a new light?

It helped clarify my position in the project and how it would be best to move forward.

Did it help me understand something that I didn't understand before?

There are so many varying tools available that it highlighted that the accreditation project needs to be broken down into three distinct projects.

How do I think this might be useful (in practice, in my studies, in my life)?

It has identified that for me to gain a clear perspective on a subject I need to be able to review what I have seen, reflect on it and revisit it again with a fresh approach.

PERSONAL REACTION

How did I feel about what was done? (Did it affect me emotionally and if so how?)

I felt really good. It was very tiring as I had to concentrate a lot to take in everything that I was being told. It felt great to be able to reflect on the event after.

What did I like or enjoy and why?

The experience of realisation. That moment of "getting it!" was really a fundamental moment for me.

What did I dislike and why?

I didn't like the feeling of not knowing enough when I was speaking to exhibitors. But that soon changed after a few conversations.

What did I find easy to do or understand and why?

Talking to people has always been easy for me and I enjoy it. Once the concept of a learner management system was explained, generally, in diagrammatic form, I could grasp the concept of how the system may work for BIGGA.

What did I find difficult or challenging to do or understand and why?

There was a lot of IT talk, which can be difficult to comprehend, not being IT trained!

ACTION TO BE TAKEN

Is there any action that I will take as a result of what was done?

I will review my notes from the event and develop the project plan to break it down into three distinct projects with separate timelines and relationships. I will also seek more advice on the running of the project and will carry out further online research.

Do I need to plug gaps in my knowledge?

Yes. However, by carrying out further research I aim to plug these gaps.

Do I need to investigate or research further training?

Not at the moment.



ROCK AND ROLL FOR GARY

Congratulations to Gary Fraser, Greenkeeper at Rockcliffe Hall, who has successfully passed his scholarship in Golf Course Management via the online course offered by Elmwood College.

For information on how you can sign up to courses contact our Learning & Development team on 01347 833800 (option 3) or via the website: www.bigga.org.uk



BECK ON CALL FOR AITKENS

Aitkens Sportsturf have welcomed Ryan Beck to their team to help increase their coverage in the East of Scotland.

Ryan will now work alongside Blair Young and Jim Darling. Ryan has worked in the industry for a number of years and was a greenkeeper at Broomieknowe Golf Club and Muirfield. He later moved on to become Head Greenkeeper at Melville Golf Club before spending some time in the trade with Fleet Line Markers.

LIFE'S A BEECH FOR IAN

Tillers 25th Anniversary prize giveaway went with a real "Pop" at BTME with a bottle of champagne being given away every 25 minutes.

The main prize of two full hospitality tickets to The Open at Royal Liverpool was won by Ian Beech, Head Greenkeeper at Newcastle-

under-Lyme Golf Club.

He said: "I am over the moon with winning, in over 30 years in the industry this is the prize I've won! I would like to wish Tillers a great 25th anniversary and I think their product and service is second to none".

Tillers Turf had a record-breaking show and had great interest in their range of turf including Greens and Revetting Turf and their new "Flora" Wild Flower Turf. They've already rebooked their stand for 2015 following a very successful BTME 2014.

HIGHSPEED GROUP SUCCESS CONTINUES



After successfully exhibiting at BTME and the GIS, Highspeed Group continues to expand activities with their class leading ClearWater washpad water recycling system.

MD David Mears said: "It was clear at both exhibitions that there is growing demand for an uncomplicated, yet effective water recycling system at a competitive price. ClearWater is the answer, as our recent sales successes are proving."

ClearWater enables effective washing of machinery, pollution prevention and compliance with the requirements of legislation - a recent sale was as a direct result of an Environment Agency inspection! ClearWater also has a number of advantages over

competitive systems, the main ones being that it is silent and, being below ground, it is better protected, operates at a safe, low temperature and is less prone to vandalism. It also looks far more attractive.

Having official UK government backed approval through the WTL (Water Technology List) as a water saving technology meaning businesses can write off 100% of the cost of investing in ClearWater under the ECA (Enhanced Capital Allowance) scheme has certainly been of interest to purchasers. Highspeed has supplied over 200 systems in the UK, Europe and now the USA. They also recently landed their first German order from Golf Club Hanau-Wilhelmsbad.



BY GEORGE!

Robert George, Head Greenkeeper at Thorndon Park Golf Club, scooped an Xbox One as part of a Bayer competition at BTME.

Robert said that he “was obviously delighted” when he was told the good news and when asked if he’d be using the console during his downtime, he responded that he wouldn’t personally, but he knew who would. “I’ve got a house full of kids who I’m sure will put it to very good use.”

Since its launch at BTME in 2013, Robert recalled how he’s had very positive results with Interface®. “I take a preventative approach when spraying fungicides,” says Robert “I’m pleased to say that that means we stay pretty much disease free.” In spite of this, Robert identifies that what’s impressive about Interface® is the residual protection it offers. I sprayed the product towards the end of October, says Robert, and in spite of the challenging weather we’ve had over the winter, I’ve not needed to put anything else down since.”

Bayer’s Product Manager, Claire Matthewman, explains that the company’s underlying theme at BTME this year was innovation. “We wanted to create a timeline that mapped our various product innovations and aligned them with other well know technological developments throughout history.”



PREVENTION IS BETTER THAN CURE

Disease control is something greenkeepers and turf managers are up against every day of their lives. Everywhere in the world someone is battling with difficult weather conditions, bugs and insects plus other threat that damage and affect the health of the turf. There are new products and chemicals on the market that can tackle diseases from several angles, but there are also some good, sound, preventative measures that every greenkeeper could and should be doing to combat and control these.

Warren Bevan, Course Manager at the Lancaster Golf Club, shares the view that prevention is better than cure. He said: “If you can keep a plant in perfect condition and cut it without tearing and bruising it, you will maintain good healthy plants. A surgical cut reduces disease spores infecting turf plants.

Peter Todd, Course Manager at the London Golf Club, shares that view “Cutting grass leaves cleanly, without any tearing is essential for both the best finish and plant health.”

Warren continued: “When I joined Lancaster Golf Club ten years ago, I was given the opportunity to overhaul the fleet of mowing equipment and it was paramount to me to have a set of grinders to keep the new equipment as sharp as the first time they went out.

“Obviously, sharp cylinders and bottom blades promote a finish on the turf of tournament quality, and produce sharp definition between the different heights of cut. As a secondary benefit, but equally importantly, I get a plant that is cut cleanly without bruising or tearing. This produces a surface with far better ball roll, but also less susceptible to disease.

“The surgical cut reduces disease spores infecting turf plants. This has a benefit to me as a turf manager in keeping my pesticide input down and gives my members smooth, consistent putting surfaces.”

Technical Training Manager at Bernhard and Co, Ben Taylor, regularly lectures on how to achieve healthy, disease free turf. He said: “I like to compare the mower to a surgeon operating on our own bodies. When a surgeon performs an operation that requires our skin and flesh to be cut open, they use a surgically sharp scalpel so that the incision is neat.

“A neat wound, with a clean cut will not only repair quicker, it will heal with less scarring and will also be less susceptible to any bacterial or fungal infections.

“It’s the same with grass. The grass plant is far more susceptible to airborne diseases such as fusarium, when it has a torn, messy, open wound caused by a blunt, poor cut. Use surgically sharp blades on a mower and the plant is protected, and loses less water.”

GI INDUSTRY UPDATE

The latest turf industry news from around the globe

Got a new appointment, prize giveaway, notable event or any other company news...?

Email your press releases and news items to Steve Castle

steve.castle@bigga.org.uk

