

GreenKeeping

Keeping the industry on course • February 2019

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ALL FOR ONE

The golf courses manager of Gleneagles, **Craig Haldane**, and the club's director of agronomy and estates, **Scott Fenwick**, detail the 'One Team' initiative that is seeing the greenkeepers across three major, separate courses working together as the club prepares for the Solheim Cup

Are your Local Rules up to date?



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Rule 18

Rule 16

Rule 17



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Leading golf club to invest in greenkeeping

A world-famous golf club that had pursued revenue streams in addition to golf, such as weddings, has now decided to focus on its golf courses instead.

Moor Park Golf Club in Hertfordshire has said it will 'revert to its roots' because the commercialisation it had previously sought had resulted in 'a non-defined role for members and the club's position in the golf industry'.

In particular, the club will move its focus away from the corporate and wedding sectors and instead invest more in its golf facilities, especially new greenkeeping staff and course machinery.

"The club needs to redefine its direction and turn the focus back to the people that count most –



its membership. With this in mind, we have created a new vision to take Moor Park back to being a private members' golf club in the sense of a golfing experience. By positioning Moor Park as a premium golf club with courses to match, we believe that we can secure a lasting legacy," said

recently-appointed chief executive Amy Yeates.

Moor Park features two 18-hole championship golf courses. The club has concentrated in recent years on promoting itself as a luxury venue for weddings and corporate events but will now change direction with the

overriding aim of 'enriching members' lives through an exceptional club experience'.

Moor Park has recently completed a £1million-plus investment on areas including a new short-game area and is now proposing new funding for the golf courses, increased levels of greenkeeping staff and investment in course machinery.

Yeates added: "We are fully committed to delivering our vision, and the changes and improvements will result in an elevated reputation and enhanced status within the overall golf industry. It's our desire to give members a club to be proud of and that first and foremost starts with delivering two exceptional golf courses."

'Training trailblazer' Clive Pinnock passes away

Clive Pinnock, Reesink's training ambassador who worked for the company for 34 years before retiring in spring 2018, has sadly passed away following a short battle with cancer.

Clive will be remembered for achieving a level 4 in the Landbased Technician Accreditation (LTA) scheme in 2016, one of the highest training accolades there is, and growing and shaping the company's training department into what it is today.

Fondly referred to as a 'training trailblazer', he will be much missed says turf equipment aftermarket manager at Reesink, David Jackman.

"It was very sad news to hear that Clive had passed away following a short battle with cancer. Clive played a big part in helping the training department grow to the size it is today and he always got on well with our dealers and customers, helping them achieve the very best from the machinery that he knew so



much about. When Clive turned 65, he still had passion and a love of the product and the people that he worked with, so he became more involved in training, he had a genuine interest in cutting edge technology and helping to train others. Anyone who attended a technical training course at St Neots would have come across Clive and his enthusiasm for the products. He will be sorely missed by all, especially those at Reesink Turfcare."

Over the years, Clive left a big impression on those he worked with, inspiring others with his passion for learning and sharing his knowledge. This enthusiasm is remembered by Reesink managing director, David Cole.

"I have known and worked with Clive off and on since the early 90s, and over that time have always fed off his infectious enthusiasm for engineering and the opportunities in agriculture and turfcare," David says.

"Over his career he channelled that enthusiasm into giving generously of his knowledge to everyone he came across and in doing so improved the technical ability and understanding of many greenkeepers, groundsman and technicians, as well as influencing the career path of some. That generosity, with his experience and sharing what he knew, was a real loss to Reesink, the Toro brand and the wider industry when Clive retired last year and should be reflected upon with the sad news of his passing."

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Course stayed open despite 61mm of rain

A Gloucestershire golf course stayed open this winter despite being hit by 61mm of rain in 19 days – and 8mm of rain in one day alone.

"Tewkesbury Park stood out in the region as remaining fully-open, on 18 main greens, and with no restrictions on the use of golf buggies or trolleys," said a spokesman.

"To their members' delight, and despite 8mm of rain on one Saturday, head greenkeeper Paul Hathaway and his team delivered the region's best-kept golf course without having to resort to temporary greens.

"Nearby, golfers at other clubs faced limited play while their golf courses were given time to recover.

"Tewkesbury, near Cheltenham, recorded 61mm of rain in one 19-day period this winter, leading to restrictions and closures at several local golf courses due to waterlogged fairways and greens."

"Tewkesbury Park members want the maximum bang for their buck" said Hathaway, "and expect their golf course to stay beautiful



through the winter, so that's what we give them.

"No golfer likes playing on temporary greens, and many of our members like to take a golf buggy too, particularly when the weather is bad. During the off-season our ability to offer

a golf course with no restrictions for the majority of the winter is a stand-out advantage for us compared with other clubs for miles around, I feel, and the fact that we can also offer high-class accommodation, dining and leisure facilities makes this place pretty special!"

Visitors vote SALTEX 2018 the best yet

The SALTEX 2018 post-show visitor survey has revealed that an overwhelming amount of attendees felt that it was the best and most vibrant show to date.

SALTEX at the NEC, Birmingham, provides the industry with the opportunity to experience a comprehensive overview of the latest developments and innovations in groundscape and to find out about the capabilities of this sector.

Following two days of networking, education and innovation, the 73rd SALTEX exhibition closed with an independently audited visitor total of 8,902.

Visitors attended from 44 different countries and according to the findings of the visitor survey, these attendees included grounds' personnel, greenkeepers, landscapers and contractors.

The event organisers are very pleased to hear that 90 per cent of visitors who took part in the survey were successful in meeting their show objectives

and equally as many rated their overall show experience as either very good or excellent.

No less than 90 per cent of visitors have already put SALTEX 2019 into their diaries, which takes place at the NEC, October 30-31.

Survey respondents said that their top priorities for attending were to source new products / services and suppliers (79 per cent) and discover new innovations (77 per cent).

More than 47 per cent used their visit for professional development by attending show features such as the Learning LIVE education programme, Ask the Expert and the Job Clinic.

More than half of the survey respondents held a leading or management position at their respective companies, with 84 per cent either having sole responsibility for purchasing or contributed to the process. In addition, 65 per cent had the ability to sign-off on amounts up to £50,000 and 12 per cent had the ability to sign-off on amounts of more than £500,000.



Management changes for John Deere

John Deere has announced an important change to its European senior management team, which came into effect last month.

Dennis Docherty has been appointed vice-president,



Dennis Docherty

agriculture and turf sales and marketing for Europe, North Africa and the Near & Middle East. He succeeds Christoph Wigger, who has been appointed vice-president, global crop care platform for Deere's worldwide Agriculture & Turf division.

Since Denny Docherty joined John Deere in 1998 he has held numerous roles with increasing responsibilities in sales, strategic planning and marketing for both key divisions of Deere & Company, Construction & Forestry and Agriculture & Turf.

In his most recent role as director, agriculture and turf global marketing, Denny has overseen global planning focused on an innovative product and

production system portfolio. The most prominent products launched under his leadership include the new 5R Series, 6230R and 6250R, 8400R and 9RX Series tractors, in response to European customer requirements. Most recently, the launch of the 9000 Series self-propelled forage harvester range is another example of his customer-centric leadership approach.

In his new role, Christoph Wigger will focus on expanding the company's crop care portfolio with special emphasis on precision agriculture, as John Deere seeks to further grow its global leadership position in this area. Chris will also define growth strategies for recently acquired companies such as PLA, Mazzotti and King Agro, and drive the introduction of Blue River's precision farming technology.

Chris Wigger joined John Deere in 1991 and has held several roles of growing responsibility in sales and marketing. For the past 11 years he has led the successful transformation of John Deere's sales and marketing organisation as well as the Dealer of Tomorrow strategy in Europe, the CIS, north Africa and the Middle East.



Chris Wigger

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Cut and run

Be aware that although green speed is seemingly easy to measure, it can also be notoriously inaccurate. Accuracy will depend on the skill of the user, using a recognised standard operating method, with suitable Stimpmeter spots that should be used each repetition and in calm weather conditions (wind speed no more than 10mph). In windy conditions, readings should be taken under cover, which is not practical day-to-day. Therefore, comparing green speed figures taken at different sites, by different people, in different weather conditions, is likely to be meaningless.

However, measuring green speed on your own site for the purpose of understanding and improvement can be useful – more on that later.

What are the key factors affecting green speed?

The table shows the main aspects that will affect green speed. As you can see, top of the table in importance is the weather, which we have no ability to control.

Environment

However, we can affect the ability of the greens to dry out by maximising drainage, air movement and light to the surfaces. This is also vital for the general health of your turf. To demonstrate this point, measure green speed (accurately) throughout the year on a green open to light and air, compared to one in a sheltered and shaded position, and you will soon appreciate the limitations of the green's environment and what degree of variation is found on your course. There can easily be a foot difference between the wettest and driest greens on a course.

Therefore, a thorough assessment of the environment around each green is a good starting point. Increasing light availability from the east and south and opening up to the prevailing wind (usually from the south-west) should be your focus for selective tree / shrub removal. If tree work is not possible, then, if your budget allows, clubs can consider use of fans and lighting rigs. However, this is not attainable for most. In which case, a sheltered green will rely heavily on excellent drainage to give it any chance of drying out. Essentially, take all available action to improve the growing environments in an effort to naturally improve green speed.

Firmness is the key

For year-round sustainable pace you need firm, dry surfaces which require good drainage. Very few UK greens have sufficiently high infiltration rates to be able to maintain moisture less than 30 per cent year-round. The majority are not blessed with well-drained soils and therefore need good surface run-off, light / air, soil improvement and control of organic matter levels (less than four per cent) through sand amelioration and, in many cases, installation of drainage systems.

Members of golf clubs often want their greens to be faster but, before embarking on this quest, it is essential to understand the factors that affect green speed, what your target green speed might be and how to get there. Here, Stella Rixon argues that improving pace is not as simple as cutting the grass shorter or rolling more

Relative Importance	Slower	Faster
Highest	Rainfall / humidity	Good drying conditions – wind and sunshine
	High soil moisture / Poor drainage / Soft surfaces (<85 gravities Clegg readings)	Excellent surface drainage / Firm surfaces (>90 gravities Clegg readings)
	Strong growth, dense grass sward	Slow growth, lower density sward
	Infrequent mowing	Regular mowing
	Poor quality cut / Uneven sward	Good quality cut
Lowest		Rolling

Main aspects affecting green speed

► the golf course

Growth rate and density

Less is more when it comes to growth rate and sward density – a dense, green carpet of grass may look attractive to the uneducated eye but it certainly compromises green speed. High growth and density creates more friction or drag on the ball, slowing it down. A slow growing, lower density sward is preferable and will dry out more readily, so gaining a firmer, drier surface more rapidly after rainfall.

Fescue grasses, with their slow growth and needle-like rolled leaves, naturally produce a fine textured and unproductive sward. Which is why this grass species naturally produces surfaces of appropriate green speed and smoothness / trueness, without the need for intensive maintenance and high inputs. Unfortunately, the majority of greens are not dry enough to support this grass species and maintenance practices tend to be too aggressive, resulting in excessive disturbance pressure.

Instead, most courses are managing an annual meadow-grass (*Poa annua*) dominated sward with a component of browntop bent in drier greens. Annual meadow-grass has a folded, boat shaped leaf which presents more drag on ball roll compared to the flat leaves of bent or the rolled fescue needles. Annual meadow-grass also has a tendency for high density in moisture and nutrient rich environments and it is highly competitive in these conditions. Therefore, management should focus on improving the environment and drainage, as detailed above, and then carefully controlled use of fertiliser and water to prevent excess growth. You want to aim for a clipping rate of around one to one and a half empties of triple mower boxes from 19 greens (or one empty of hand mower every five to six greens) throughout the growing season to achieve good pace.

However, at times, wet and warm weather will inevitably create undesirable sward density and growth. In these instances, use mechanical means to thin the sward through verticutting. A desirable sward density is one where you can see space around individual grass plants and sand dressings should be visible at the turf base.



Increasing light availability from the east and south, and opening up to the prevailing wind (usually from the south-west) should be your focus for selective tree / shrub removal around greens. If tree work is not possible then consider the use of lighting rigs and fans. If this is not attainable, a sheltered green will rely heavily on excellent drainage to give it any chance of drying out. Take all available action to improve the growing environments to naturally improve green speed

Mowing and rolling

Last on the list (but often the first to be considered) is mowing and rolling.

Regular mowing is required to maintain green speed. If greens remain wet for prolonged periods due to poor drainage and / or sheltered position and shade, then the surfaces will not be suitable for mowing for a large percentage of the autumn to spring period. Growth will make it necessary to cut

the greens in less than ideal conditions and use of the mower on these soft surfaces causes wheel mark indentations, reducing smoothness / trueness and surface quality.

Quality of cut is important using modern machinery, correctly set up with sharp blades so that leaves cut cleanly. Regular grinding is recommended to keep blades sharp, particularly when topdressing regularly, as desired.

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► the golf course

Lower cutting heights will generally give higher speeds, at least initially. However, cutting low (below 3.25mm) regularly will reduce rooting depth and promote dominance by annual meadow-grass, which is prone to seedheads, disease, drought and wear, all of which can lead to a loss of trueness and surface quality. Instead, it would be preferable to work towards creating a suitably firm, dry surface so that growth can be controlled by restricting soil moisture, aiming for less than 30 per cent in the upper 60mm. For greens that stay within this moisture range, a cutting height of 3.75-4mm (and even higher on dry sites) will produce suitably high green speeds.

Rolling improves speed, smoothness and trueness but it should really be a finishing tool – the icing on the cake if you like. Effects of rolling only last hours, not days. Therefore, rolling is not the answer to achieve prolonged pace and use of a roller on wet soils will cause deterioration of turf health and should be avoided.

‘We want them faster’

Most clubs will already be achieving over nine feet for summer competitions, which is plenty fast enough, especially if you have undulating or sloping greens. Higher speeds become very challenging and even unenjoyable for the average player. Bear in mind that every foot on the Stimpmeter adds 15 minutes to a round of golf so significantly slowing the speed of play. This doesn't help the game at a time when participation is under pressure due to the time it takes to play.

Furthermore, managing greens for exceptionally high speeds requires significantly higher inputs in terms of manpower and material costs such as fertiliser, water, fungicide, growth regulator and so on. This is distinctly at odds with the sustainability movement that is gaining strength in all industries, including ours.

Let's get real

The ‘Stimpmeter Chart’ image gives a guideline of what is realistically achievable / desirable during the main playing season. For soil-based greens, drainage may need to be



Ideal density for a poa annua dominated sward in main playing season – avoid overly lush and dense

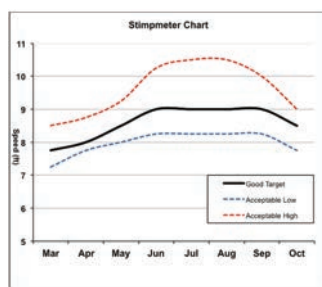
considered to extend your ‘good’ playing season into the spring and autumn.

Are you making a rod for your own back?

Don't be tempted to generate speeds above the target.

All too often this is the case; greens may be running within the target range and then a further cut or roll is implemented to take values above the target.

The golfer plays on these one day and then the next day, when the greens are back in the routine target, there are complaints of them being slow as the players have compared them to surfaces that were faster the day before. If ball roll quality is at an ideal level, don't be afraid to do nothing further to the surface – that is the true meaning of sustainable greenkeeping.



Other top tips

1. Rather than making faster speeds even faster, work on improving average green speed by bringing lowest speeds up, aiming for consistency of speed both between greens, throughout the day and over time.

2. Understand the requirements of individual greens and implement green specific action to those that are naturally slower and do less to those that are naturally faster.

3. Avoid unnecessary treatments to the naturally faster greens as this will only increase the discrepancy between the slower and faster surfaces.

4. Manage growth, sward density and vigour with careful nutrient and water inputs to maintain consistency over the day.

5. Understand that the effect of the roller wanes during the day. Use it to provide a polish only, rather than a routine treatment.

6. Aim to set a reasonable speed target, which is sustainable to achieve, say between nine feet and nine feet six inches for routine summer play. At these speeds, it is enjoyable and sufficiently challenging for all categories of player, whereby the ball is rolling out under its own weight and it requires relatively minimal input to achieve.

7. Stick to your target. Monitor regularly to inform daily decision making with morning set-up operations.

Summary

Set a sustainable green speed target and implement greenkeeping operations to deliver the target on a consistent basis and take great care to avoid exceeding the routine target.

Stella Rixon is a consultant for the STRI



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Rigby Taylor

Two new cultivars will ensure that Rigby Taylor's R14 perennial ryegrass blend remains the number one choice for sports pitch construction and renovation. Fast establishment and high wear tolerance come high on the list when choosing a perennial ryegrass but, of equal importance, the 2019 version of R14 also delivers fast recovery after wear.

R14 features the top-performing Europitch perennial ryegrass, together with the new cultivar Cameron – ideally reinforced with the inclusion of Eurosport and Eurocordus for a perfectly-balanced blend. Cameron and Eurosport jointly achieved the highest scores for recovery in 'Turfgrass Seed 2019'.

Eurosport also features in Rigby Taylor's R14CR, where the Fiesta 4 creeping perennial ryegrass cultivar provides increased tolerance to Leaf Spot and fast early establishment.

For cricket squares and tennis courts, the R9 100 per cent ultra-fine dwarf rye blend also benefits from the introduction of the new perennial ryegrass cultivar, Gianna, which now features alongside Clementine, Estelle and Duparc. R9 combines low crowns, high shoot density, clean cut, fast recovery from close mowing and exceptional tolerance to Red Thread disease.

Red Thread, although not often fatal to the grass plant, is increasingly aggressive and unsightly, weakening the plant and making it more susceptible to attack from fatal diseases. That's the reason why Gianna and Duparc, both with exceptional Red Thread disease tolerance, also feature in Rigby Taylor's R8, a mix of ultra-fine rye and slender creeping red fescue.

In the middle of winter, Rigby Taylor seeds keep the surfaces growing until the end of the season with a choice of mixtures featuring tetraploid perennial ryegrass technology. Ten mixtures in the tetraploid range are designed for a wide variety of applications and include R314 Rye, R140 and R442.

Tetraploid perennial ryegrass has double the amount of chlorophyll compared with diploids, making it extremely vigorous and stress tolerant. Not only does it grow in colder conditions, it also has higher root mass for stability, nutrient uptake and drought tolerance

plus increased tolerance to Microdochium patch and other turf grass diseases.

R314 Rye includes amenity annual ryegrass for the fastest germination and establishment possible in cold temperatures and is recommended for divoting and temporary repairs. R140 and R442 are blends of tetraploid and diploid perennial ryegrasses for cold temperature germination, wear and persistency. All are capable of germination from just 4°C and mixtures are available for sports pitches, racecourses and cricket outfields.

With the reduced choice of fungicide options, selecting mixtures with increased disease tolerance is becoming ever critical. So, too, is fast establishment which not only brings the surface into play faster but also supports plant health in the longer term. If a sward struggles to establish then the plants can be more susceptible to disease.

Rigby Taylor's R Range mixtures treated with Germin-8T provides added benefits – and added value.

In the short term, the penetrating surfactant, sugars and micro nutrients help the plants establish faster in cold conditions, while the benefits of mycorrhizal fungi and Trichoderma atroviride deliver longer term, symbiotic health benefits to the established plant.

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Toro

Bedfordshire Golf Club has been a Toro customer for 18 years and attributes much of this relationship longevity to the service received from Reesink Turfcare.

Part-way through its third five-year agreement with Toro and Reesink course manager John Gubb says he's remained loyal because "Reesink gives you the premier service you'd expect for a brand like Toro."

He elaborates: "We've been using Toro for quite some time because reliable and hardwearing machines are vital for this course. However, when you sign an agreement with Toro and Reesink it's not just high-quality machines you're getting, it's the whole package.



"It's every aspect of the experience and service," says John. "From dealing with the Reesink rep, Julian Copping, to everyone on the parts and servicing team. We have a really good working relationship with them all, which is what you expect when you're working with the best."

But it's not just that, Toro and Reesink have proven to go above and beyond to help the club when it needed it most. Since the club's relocation eighteen years ago, major floods in 2000, 2007 and two in 2008 hit the course, but with Toro came a helping hand.

"They lent us utility vehicles and pedestrian mowers to help get the course back on track, as our equipment sheds were inaccessible because of the flood water," John explains. "The loaned machines helped enormously in the turf's subsequent recovery."

The most recent addition to the fleet is a replacement Groundsmaster 4100-D for use on the roughs. John says: "We've actually sold on our older model to another local club. It's been an incredibly reliable machine for the last 13 years and still has life in it yet, but for us, the new model means we can stay up to date with Toro's latest technology."

With its SmartPower system, the Groundsmaster 4100-D is the perfect combination of power and performance, and better for the environment. For John, there's no question the hardwearing machine fits the requirements of the club's 150-acres, made up of an 18 hole course and 9 hole academy course.

"With a large area to cover, having robust and durable equipment is an absolute must," he says.

"We've only had the new Groundsmaster for a short time, but already you can see how the new features have improved the machine."



Looking at how the course has progressed since introducing Toro, John reflects: "We have over 600 playing members in total, and they all expect a high-quality playing surface. And let's just say that there are no complaints from them when it comes to the course and the greenkeeping equipment."

He concludes: "There's nothing out there that beats Toro. So, it's a no-brainer to keep updating the fleet."

"With Toro, we're safe in the knowledge the machines will last, but we can also make use of updates in their technology to keep the club at the top of its game."

Web: reesinkturfcare.co.uk

The Petrol Tank Company

Does your business use petrol? Do you collect petrol from a filling station? Do you collect petrol in jerry cans?

If you have answered yes to any of the above, you need to speak with The Petrol Tank Company.

It has a number of petrol collection and storage solutions for users of petrol, for their own company use.

Its small petrol storage solutions start with mobile (caddies) units and as low as 60 litres.

Mobile units are available up to 330 litres, which is just under the maximum permitted quantity of petrol that may be carried on the road without the need for ADR qualifications.

The mobile units still require a visit to a local



petrol station to fill them. If your usage is around 1,000 litres or more per year, a better option would be one of The Petrol Tank Company's static storage / dispensing tanks.

Static tanks require a local petroleum certificate to allow you to dispense direct into a machine with an internal combustion engine.

Its static tank range starts at 1,200 litres and rises to 2,950 litres.

All tanks are available with either a hand pump, 12v pump, 230v inbuilt pump and 230v forecourt commercial or retail pump.

Tanks can be ordered with particulate and water filters, flow meters, telemetry systems and full fuel management systems.

If you are collecting petrol in a vehicle for use by a company, you should have notified the insurers of the vehicle you are using. You must carry a 2kg dry powder extinguisher, a petrol safe in which to store the jerry cans during transit and you should have received basic training.

Most filling stations will only allow the filling of 2x5 litre and 1x10 litre approved plastic fuel cans on their premises. This is the quantity allowed for public use and most filling stations will err on the side of caution and treat everyone as 'Joe Public'.

If you are fetching petrol, contact The Petrol Tank Company now and ask about the options.

The Petrol Tank Company even has rental units available, so why not try before you buy?
Web: www.petroltanks.com

GripClad

"Here at Turnhouse Golf Club on the west side of Edinburgh we are always looking to improve the golfing experience for visitors and members. Through the years we have made many improvements to the course and recently we were looking for solutions for the age-old problem of slippery steps," said Gavin Ballantyne, course manager at Turnhouse Golf Club.



"We have tried to tackle this problem before, using various solutions, but none have worked long term, so we looked for a tried and tested way of fixing this problem. We looked at various products, then I contacted Barry Eagle at GripClad.

"They are a company I had heard of for a few years and had good feedback from people who had used the product before. We discussed our problem and ways of correcting the problem. GripClad were a very easy company to work with and, after a discussion, I gave Barry a order for their GripClad cleats material; I gave Barry the dimensions of our sleepers and they did all the cutting for me so the product was ready to use when it arrived.

"The product is simple to use with and requires just a few tools – we used adhesive on the back of the cleat and then 12 inch screws along both edges. At the same time we refurbished the steps as well, with new timbers and infill. It was a great product for my team to use; so simple. Straight away we were getting very positive feedback from the membership, saying how good the steps were and that the product enhanced the whole golf course.

"Since then – it's been three months now – the comments are how well the material has worked throughout the winter months, with no golfers slipping on our steps.

"So we started off with a very common problem, which we had to address, we had tried other ways to fix it, mainly a cheap fix, we then decided to get it fixed once and for all and we used Gripclad cleats – a fantastic product, I would fully recommend it."

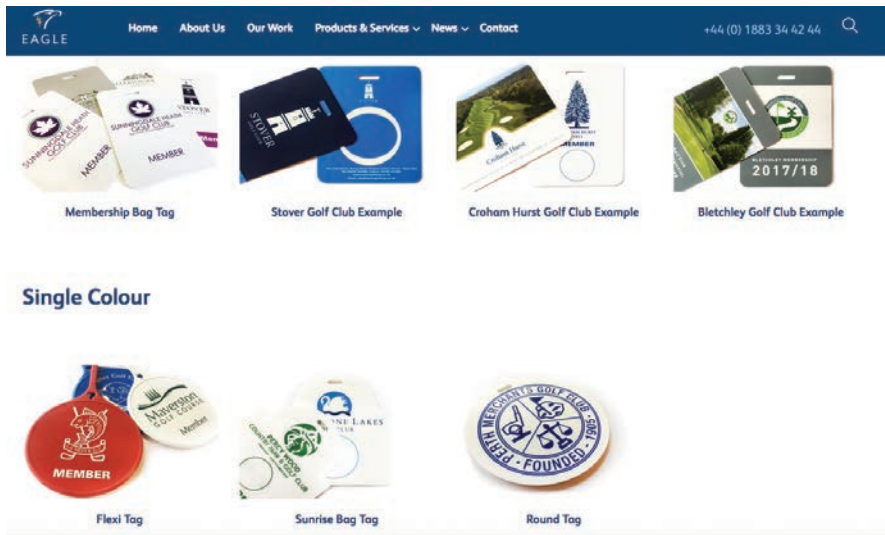
Web: gripclad.co.uk/industries/golf-industry
Tel: 023 8040 6796 or 07803 848819 (Barry Eagle)

Eagle

There are more benefits than you can imagine if you provide useful, eye-catching golf bag identification products.

Eagle creates golf club bag tags that can be

► seeds, turf and fertilisers buyer's guide



personalised and displayed on the bag of every member. They can contain details such as confirmation of membership and even course guides. In addition they can be branded with the club information, helping to promote your club. Eagle provides a variety of tag options, including custom disc golf bag tags. They can be handed out to every member joining your community, making them feel involved and promoting your brand in the process. There is a wide array of different materials to choose from for your tags. Plastic, leather, and luggage style ones are very popular. If you want to make a really great impression, personalised golf bag tags made from engraved metal are perfect. Whatever material you prefer, Eagle gives you a variety of colours and sizes to choose from. Some formats allow for the printing of names, resulting in a custom tag for all members, while some are consistent in their design.

Web: www.eagle.uk.com

Aquatrols

BTME 2019 provided the perfect platform for Aquatrols to launch an exciting new venture to help promote and support conservation, stewardship and education throughout our industry.

The FairWays Foundation launch event was well received and attended by over 100 delegates from all sectors of the industry across UK and Europe. The audience heard how Aquatrols is putting words into action and will be committing a substantial percentage of

their revenue to help fund the new, not-for-profit, FairWays Foundation.

The purpose of the foundation is to fund local and global projects that advance the conservation, stewardship and education of the challenges that we face in our environment. Sarah Vousden, Aquatrols European business manager, invited the audience to get involved by submitting project funding applications, taking a deeper interest in the foundation itself through becoming a committee member or contributing to funding of the foundation, either directly, or indirectly through the purchase of Aquatrols products.

"I can't imagine someone wanting to debate the merits of environmental stewardship or conservation. I've been in this business for 25 years, I understand how companies spend their resources and I believe Aquatrols can take a leadership position in making a difference in a way that goes beyond a conversation. Everyone that works in this industry doesn't just like to be outside, they love to be outside; whether its on the course, the farm or on a hike with their family. Shouldn't we do everything we can to preserve that? Aquatrols is," said Matt Foster, Aquatrols CEO and founder of the FairWays Foundation.

Bob Taylor, head of Ecology and Environment at STRI contributed to the evening with his very insightful thoughts on where he believes the industry is now in terms of its understanding of Conservation topics, and where we need to be going forwards. He encouraged everybody in the industry to play



their part in securing the future of our courses and congratulated Aquatrols on pushing this Foundation forward.

The final accreditation of the FairWays Foundation, which is expected later this year, will see a true link between business and preserving the natural resources we all depend upon to ensure positive use of the land we occupy.

Aquatrols finished the launch event with a networking opportunity and challenged other industry stakeholders to join in supporting the sustainability of our future.

Web: www.thefairwaysfoundation.com

Headland Amenity

They say all good things come in threes and for Headland Amenity, BTME 2019 saw the introduction of three new products to its range of speciality fertilisers and chemicals for golf and sports turf. The new additions include H-Cote and Protec Plus fertilisers and a triple-active selective herbicide, Columbus.

H-Cote controlled release fertilisers are a new range of mini-granular fertilisers, designed to fill the gap between traditional outfield and fine turf products. The 150 SGN mini granules are easy to apply and rapidly dissipate into close-mown turf. The product's three to four month longevity is due to the inclusion of high levels (70-91%) of controlled release nitrogen from Poly sulphur coated urea, providing release characteristics that are gentle and sustained, with minimal risk of flushing or excessive growth. The three formulations, 22-3-8, 15-5-12 and 10-5-14 all feature iron and magnesium for strength and colour and have all performed outstandingly in trials on both golf green surrounds and approaches as well as winter sports pitches.

Protec Plus liquid fertilisers feature slow-release nitrogen from a unique liquid source of methylene-urea. The particularly low salt index of this material renders the finished products extremely safe to apply even under extremes of hot / dry weather and contributes to a consistent, reliable and long-lasting turf response. The Protec Plus range also features

three formulations, 28-0-0, 15-0-12 and 16-4-8, each containing good levels of slow-release nitrogen for cost-effective results during the summer.

Headland's new triple-active selective herbicide Columbus is formulated from Clopyralid, Fluorxypyr and MCPA for control of a broad spectrum of common turf weeds. For use on all managed amenity turf, its unique micro-emulsion formulation provides enhanced herbicidal activity to help ensure good control, with treated areas able to be re-seeded from as little as 8 weeks after application.
Web: www.headlandamenity.com

Germinal

Germinal showcased its ForeFront Greens grass seed mixture at the BIGGA Turf Management Exhibition (BTME) in Harrogate.

Containing a unique blend of three top-ranking bentgrass varieties, ForeFront Greens delivers the highest levels of disease and stress resistance. It is rated for cutting heights down to 3mm and, with excellent shoot density, fineness of leaf and unrivalled summer and winter greenness, is the mixture for better golf greens.

ForeFront Greens contains 35 per cent Aber®Regal (browntop bent), 35 per cent Aber®Royal (browntop bent) and 30 per cent 007 DSB (creeping bent).

AberRegal and AberRoyal were both bred at IBERS (the Institute of Biological, Environmental and Rural Sciences in Aberystwyth) from parent material originally sourced in the UK. As well as superb disease resistance they also offer excellent shoot density, good fineness of leaf and unrivalled winter and summer greenness.

007 DSB was bred in the US using 24 parent plants to produce a single cultivar with a prostrate growth habit, high shoot density and good

wear tolerance in a wide range of climatic conditions. 007 DSB has won plaudits wherever it has been used including at Ryder Cup and US Open courses and at the PGA Masters at Wentworth. Unlike older creeping bent varieties, 007 DSB has a lower requirement for

water and nutrients thereby making it ideal for inclusion in a low input seed mixture.

The recommended sowing rate for Forefront Greens is 8 to 12g/m² (80 to 120kgs/ha). The recommended overseeding rate is 5 to 8g/m² (50 to 80kgs/ha).

Web: www.germinalamenity.com



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The greenkeeping team that worked at Gleneagles for the 2014 Ryder Cup. This September the club is hosting the Solheim Cup



Gleneagles has – until now – treated its three famous golf courses as separate entities with each having their own greenkeeping team. This has now changed. The club's Craig Haldane and Scott Fenwick talk to *GreenKeeping* about 'One Team', Craig's new role and how course managers can get the most out of their venues

Last year Gleneagles appointed Craig Haldane as its new golf courses manager. South African Craig, a well-known figure in the global golf industry, joined the venue from Emirates Golf Club, Dubai, where he held the position of director – golf course maintenance, and had led golf course operations at the iconic Middle East venue for the past 11 years. He'd also held senior roles at Nad Al Sheba Golf Club, Dubai, Riffa Golf Club, Bahrain, Ria Bintan Golf Club, Indonesia and Fancourt Hotel, South Africa.

Gary Silcock, director of golf at Gleneagles, said: "His global experience and expertise will be a huge asset as we continue to invest in our golf business and customer experience. Bringing together Craig's experience with Scott Fenwick, our director of agronomy and estates, who has 38 years of tournament expertise here at Gleneagles, is helping us create one of the strongest tournament teams in golf."

Gleneagles is a blend of natural beauty and golfing adventure, its three championship courses were inspired by two of the biggest

names in the game, five times Open winner James Braid and the 'Golden Bear', Jack Nicklaus. It was him who created the PGA Centenary Course, the venue for the 2014 Ryder Cup. The facility also comprises the Braid-designed King's Course, opened in 1919, and has been described as a masterpiece of golf course design. There is also the shorter Queen's Course, which has seen the likes of Seve Ballesteros, Tom Watson and Lee Trevino play on it, as well as an academy course and a PGA academy.

"Gleneagles is one of the world's great golf estates and the opportunity to work with Gary and the team to deliver the next chapter in its illustrious golfing history is something I am hugely looking forward to," said Craig at the time. "The King's, The Queen's and The PGA Centenary Course are already recognised the world-over as exceptional golf experiences and I am confident that in my new role, and with the support of the incredible golf team at Gleneagles, we will be able to take the management, conditioning and preparation of all courses to the next level."

GreenKeeping caught up with him and Scott to see how this appointment has been working out.

GreenKeeping: Can you explain the 'One Team' philosophy in relation to the greenkeeping team, its core values and the improvements this has already led to?

Craig Haldane: The four core values within our organisation are 'Warm and Thoughtful', 'Pride', 'Sense of Adventure' and 'One Team'. For us in the golf course maintenance department we use these values as the foundation blocks in all that we do.

We have centralised our maintenance facility and now operate our full fleet of equipment and our entire team from the central compound. It is well positioned within the 850-acre estate and allows us easy access to all three courses. This allows us to maintain all 63 holes and the practice facilities as a single unit which provides our colleagues with the opportunity to gain experience throughout the entire operation and not just on one particular golf course. In the past we were

Gleneagles' golf courses manager, Craig Haldane



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operating our courses as individual properties and one of them from a separate compound and as a dedicated greenkeeping team.

By centralising ourselves we have truly embraced the One Team value and it has made a massive difference already. We no longer have the 'us' and 'them' scenario within a single department. Whilst healthy competition and banter is a great thing and is something that has not been lost, we felt we had a better opportunity at building a unified team that were working towards a common goal by creating the right environment for all to succeed and grow. Having a clear vision of where it is we want to go as a department and communicating this to the team has been a key element to the success of the structure and whilst the transition has had its ups and downs, I am truly excited to see the positive change in individual attitudes, their willingness to learn and how eager they are to progress themselves over the years ahead.

GreenKeeping: Your mantra is '80 per cent people and 20 per cent turf'. Can you explain more about this?

Craig Haldane: It's really quite simple in my opinion. I challenge any course manager to deliver a great product without an engaged team. The key word here is engaged. Consider this: You are rowing an eight-man boat and two oarsmen at the back are digging their oars in and trying to stop the rest from getting to

the finished line. You are not going to succeed as quickly as you would like and other team members who are working really hard are being discouraged. This causes upset and confusion and a general air of unhappiness within the team.

So whilst I may have said it's really quite simple – it is as long as you appreciate the journey that is required to build the right team and have the patience, knowledge and dedication to see it through.

Every single member on your team wants to know that you care for them and their career – fact. They may not admit it but it's true. As course managers we are here to enhance the careers of those who work with us, end of. That career may not be with you for a long period of time. Individuals grow and develop and that is a good thing. What can we do to help them move on to the next opportunity, with the skills they require to be successful? If they do not succeed in their careers, then we have not succeeded.

GreenKeeping: What are you doing to ensure each greenkeeper's mind is opened and filled with beneficial information to advance their learning opportunities, and drive the quality and productivity of the team forward?

Craig Haldane: Learning on the job is in my opinion the best way to fully appreciate, understand and learn in our industry. This is based on providing individuals a platform to

feel that they can ask genuine questions of the leadership irrespective of how simple that question may be. You have to create a culture of learning within your team by making all colleagues feel confident that when they ask a question, they walk away having learnt something whilst importantly feeling they have gained value from the conversation.

The reverse of this is almost as important if not more important to me. Asking your colleagues what they think would be the best thing to do in a situation, or asking their opinion on what they think may be a better way to do a task we are engaged with. This is what creates a team that are working towards excellence, who feel part of the process and who buy into the philosophy of being here for a greater cause.

External education is essential off course. It provides you with the opportunity to formalise something you love to do. This can be in the form of an actual higher education course in agronomy. It is also done through inviting industry professionals to come and talk to the team on a variety of subjects. To date, we have hosted Thom Nikolai from Michigan State University to come and deliver a three hour seminar to our team. This is invaluable as time with Thom at GSCAA would cost a fair amount but through our network and relationship it was an easy ask to invite him to stop over whilst on another engagement. (Thanks Thom!)

We have suppliers who we have great relationships with throughout the business. Your relationships need to be two-way and it's important for course managers to get the most out of those who you engage with in business. Do you want a discounted price on an order of seaweed, or do you want that discount to be traded in for the opportunity to educate your team. The answer is simple in my opinion. Invest in people, always.

BIGGA provides us with great opportunities to learn through their local sections and by connecting with our Scottish central section team we were able to send a group of colleagues down to Ladybank Golf Club who kindly hosted seminars in the autumn. We look forward to attending and supporting more of these initiatives in the years ahead. Off course

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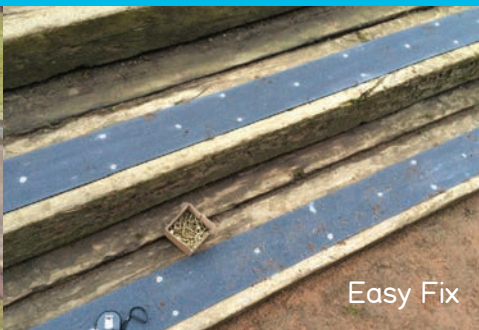
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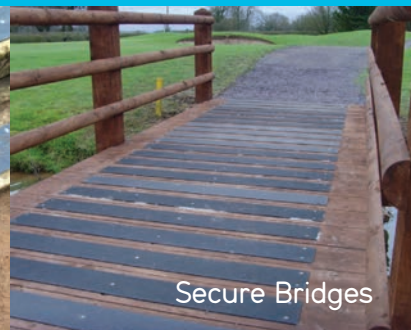
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we attended BTME at Harrogate and this is once again a great chance for individuals to take further education and meet with industry leaders.

GreenKeeping: What were your first thoughts and actions when you arrived at Gleneagles and how did you go about building your action plan?


Craig Haldane: I was excited, very excited. Being at Gleneagles and being tasked with building this team at what can only be

described as one of the most beautiful properties I have had the privilege of working on, was a 'pinch yourself' moment. From the onset I knew that this would be a challenge. It is what attracted me to the opportunity.

I felt it pertinent to observe and learn from the team in place. Individuals within the team have years of experience and were tasked with holding the fort prior to my appointment. It was a difficult time for them and they did an outstanding job. When you have experience on your team you need to tap into it without

question. Was I in agreement with everything in place? No, but if I was to come in and make massive changes too early in the process we would have struggled. I knew what was needed, but I had to respect the team in place, listen carefully to their grievances, needs and desires and guide them gently through the change that was underway.

I have a great interest in change management and leadership, having attended many seminars and read fascinating books and case studies on the subject.



Understanding the change cycle has really helped with the transition. This is something I have been through as part of a complete culture change at Dubai Golf and helping lead that change as part of our service culture certainly gave me the experience needed to see this through.

The action plan was simple. Get to know the property and business quickly. Show the team how much value they bring. Earn their trust and respect and give them my personal time. Provide a clear vision for the department

and communicate this to them. We then needed to restructure the department and provide opportunities for growth and development.

This all needed to be done while running an existing operation, hosting three key events through a very dry summer and relocating a family to a new country. Fun!

Change is constant and your work is never done. We are on a pathway now and it will continue to evolve as we develop and grow as a team.

GreenKeeping: In terms of the structure of the team from point of view of promotion / movement / training – what has happened to date and what plans are there moving forward?

Craig Haldane: We have created a new organisational structure which provides individuals with opportunity, empowerment and accountability. One course manager can't see 63 holes in detail each and every day. By recognising existing talent within the team, we have been able to provide great opportunities

► Greenkeeper profile



for individuals to excel at what they are already very good at. We now have leadership on each golf course with a support structure in place to ensure we have eyes in the right places to pick up on attention to detail.

Empowerment is key and the key to empowerment is being there to support, teach and guide when things go wrong. This creates learning opportunities and trust among us all.

Newcomers to the team this season will be walking into an environment where the existing team are a resource that are ready and able and who want to succeed. There is a standard that we are all proud of and the mantra is simple. What can I do today that will make the job easier for the person who will be doing this tomorrow? With that mindset, can you imagine what could be achieved?

We have such an opportunity to provide three unique golfing experiences and the next four years will be a journey that is going to be a whole lot of fun to be a part of. I hope to look back in 12 months' time to reflect on something truly special in terms of team engagement, which is ultimately going to reflect on a superb product for our members and guests to enjoy. It's a journey and we have just begun.

GreenKeeping: John Deere works as a supportive partner to your greenkeepers. What form does this take, how has this contributed to the productivity of the team and what opportunities does this create for aspiring team members?

Craig Haldane: John Deere are relatively new to our business and we have established a wonderful relationship with both the corporate office as well as our local distributor. John

Deere are investors in people and this ties in so well with our company values. Not only are they our equipment provider, but they are now a big part of our business by investing in events at our facility and using us as a resource to showcase their brand to potential and existing customers alike.

John Deere support our colleagues with branded uniform which creates immense pride within the team. They are also a great believer in providing members of our team with the opportunity to be part of tour events that they are involved with. We recently sent two colleagues to Bellerive Golf Course as support crew hosting the PGA Championship in 2018. This was a wonderful opportunity and in fact has resulted in one of our team members being offered a leadership role at Bellerive, which is something we are extremely proud to share.

GreenKeeping: Have your views on grass changed now you're working in Scotland – after being in the UAE?

Craig Haldane: Agronomy is agronomy and how you apply what you have learnt to your existing climate is in essence what it is all about. Your neighbouring golf course will have significantly different challenges to you based on soil conditions and topography.

I worked with cool season grasses for the first four years of my career in South Africa, managing bent greens. We built the links at Fancourt and seeded the entire course with cool season grasses, combining browntop bents, fescues and rye combinations on our fairways, tees and approaches with tall fescue rough throughout the property.

The majority of my career has been warm

season focused off course but you will be surprised to learn how similar many of the practices are. Fertility percentages vary and you simply have to adapt. Cultural practices remain the same just on a different scale in terms of how aggressive you are on warm season versus cool season. During the 18 years abroad I managed Emirates Golf Club in Dubai for 12 years and each year we overseeded our courses with cool season grasses for our winter period.

The biggest learning curve has been patience. I am used to getting recovery quickly and am very used to maintaining turf for 365 days a year. The season up here is short and we are under pressure to get the courses up and going as early as possible and to keep the standard in place as late in the year as possible.

What I have enjoyed most is the change of seasons. This past autumn for me was just so uplifting. Colours everywhere, changing conditions throughout the day and the ability to really manage on the run due to these changes. It's been fun.

GreenKeeping: How has Scott Fenwick worked with you and what experience / advice has he passed on?

Craig Haldane: Scott has been very welcoming and has allowed me to find my feet. We have a mutual respect for each other without question. His passion for Gleneagles is obvious and his ability to share his knowledge of the site and the history of the courses to me is invaluable. You can't buy his experience on this property, end of.

We have influenced each other in a very positive way. Healthy debate has been a common practice and we are enjoying the process of learning from one another. Scott has been an open book and a great source of information to me and I hope to think that I have been able to take some of the day-to-day stresses off his plate, allowing him to focus on the multitude of projects he is undertaking on the estate side of our business.

Scott has zero ego! He is passionate about our industry and has a genuine empathy for newcomers into our business. He is always willing to share his success story and is a

shining example of what can be achieved if you are willing to put in the work and dedicate yourself to this wonderful profession.

GreenKeeping: You said the business of golf course management has changed. In what way exactly?

Craig Haldane: If we don't show the golf business that we are professionals at the top of our game who are passionate in delivering excellence each and every day, we will forever be seen as just 'greenkeepers' – the guys and girls who mow grass, water it and rake bunkers.

We form part of the business of the golf club to a greater level than ever before. Managing the finance of our business directly impacts the bottom line for the golf club and communication is now without question one of the key skill-sets required. Having the ability to not only set realistic budgets but to communicate and deliver your annual business plan to the powers that be will directly impact the year you are going to have as a business, from both a profitability point of view and quality of product standpoint.

Your membership is your key client. Imagine never delivering after-sales service to a client in any other business? Our members deserve and expect this today. You have to be comfortable talking to your clients at all levels. If it's a quick chat out on the course or delivering a two-hour presentation in a board room, it is equally important. An informed member and colleague is a happy one.

Internal communication is vital. You have to know how to educate not only your team, but the golf pros, shop assistants, food and beverage colleagues and everyone who may interact with your client.

If the guy in the locker room has the ability to engage with a guest and give them just a small piece of information regarding the golf course they are about to play, this is powerful stuff.

We are a customer-facing department. A customer spends six hours at a golf club and has many touch points throughout his journey. From the minute he makes a call to enquire about a booking, his or her journey has begun. Our teams are tasked with creating a journey for our membership and guests that is

consistent from the practice range to the 18th green. This is an opportunity! Don't let it slip you by.

If you want to be seen as a professional you need to behave and act like one every day. Attended a seminar and sit in the back corner with your rags on looking down and never asking questions? Been out on course and shied away from a member who greets you and perhaps grunt a faint hello? We can't afford to be this way. Stand tall, be confident and show your knowledge and experience when it matters most. Act like a professional and you will be treated like one.

GreenKeeping: Can you outline Gary Silcock's commercial plans for the golf courses?

Craig Haldane: We have three great golf experiences on offer at a consistent price point meaning that you will get to experience the

areas. The way in which we present the course is equally as important. Mowing patterns allow us to create the look required and by keeping up with our minimalistic approach from a fertility point of view, we are well on our way to enhancing the fescue fairways and creating something truly special.

The Queen's Course is a gem. Heather used to form a big part of the landscape and we recognise this as an opportunity for improvement. By implementing sound woodland management practices we will allow the natural heather to thrive. In certain areas of the course we will bring in heather turf to create an immediate impact, however our aim is to allow nature to do its job by simply creating the perfect environment for this to occur. Again, presentation of the course is at the forefront of our decision-making process and we will introduce similar maintenance



same quality in terms of conditioning throughout the property, irrespective of which course you play.

The King's and Queen's are celebrating their centenary years. It is so important to recognise the history and to ensure we review our archives to ensure we are keeping the vision of James Braid in the forefront of our decision-making process.

The King's is a unique experience with great topography and interesting bunker configurations and placements. We want to create an inland links feel throughout the course by presenting wide fairways that are firm and fast and include bunkers that in the past may have been sat out in semi-rough

practices on the Queen's to that of the King's, being very aware of our outputs of fertility and ensuring we are not touching the native areas in this regard.

The PGA is a parkland golf course set within the beautiful landscape that surrounds our property. You could superimpose any backdrop to this course to showcase your 'typical' parkland look, but we have the Ochil Hills that are breathtaking and create a frame to the course that is simply beautiful. This is the course that will provide you with tournament standards on a daily basis, not simply in terms of conditioning but as a true test of your golfing ability. If you want to see striped up fairways that are lush green and visually 'sexy' then this

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is the course you would come to play.

So, you want to play an enjoyable heathland course that provides you with spectacular views and is less intimidating in terms of difficulty, then look no further than the Queen's. If experiencing something that is going to literally take you back in time and which provides you with a unique challenge and creates a variety of shot making opportunities is more your thing, look no further than the King's. If you want to walk the lush fairways of a tournament course that has played host to some of the greats in our time and get a true feel for what tournament golf is all about, then tee it up on the PGA.

This is after all, 'The Glorious Playground' and we are privileged to be in a position to deliver three varied experiences for our guests to enjoy.

GreenKeeping: Scott, after a long interview process, what are the skills-sets Craig has brought to Gleneagles?

Scott Fenwick: The type of people we were looking for were those with a strong background of team management and this is exactly what Craig has brought to Gleneagles. He has a wealth of experience developing and maintaining big teams, which is a skill-set that is important to creating our One Team structure. Developing people is important and now we have a tiered structure within the business, we are looking to place people according to their talents and to the level of their capability, both to benefit them and the business.

GreenKeeping: What attention to detail has Craig brought into Gleneagles?

Scott Fenwick: Craig has a vast experience of working on high-end golf courses and tournaments. He has an almost inbuilt and in-depth understanding of how crucial attention to detail is and it goes without saying that this is an expectation for any one of the three courses and for anyone visiting and playing Gleneagles.

It's about the experience! Having encountered the Emirates and worked on the European Tour on tournaments, Craig has been exposed to the level of attention to

*Gleneagles' director of
agronomy and estates,
Scott Fenwick*



detail Gleneagles now demands and this is a wealth of experience that we will benefit from greatly when working together in the lead up to the Solheim Cup.

GreenKeeping: As part of One Team you are currently working on a new greenkeepers' compound, how does this work differently from now, what is proposed, what is your role in the compound project, what stage are you at currently and when do you expect to complete?

Scott Fenwick: Previously the business operated out of two compounds and part of our objective was to create one team, so the decision was taken to move both compounds into one, as happened in March 2018. At that time it was a tight squeeze as the space was not big enough for the whole team. In December 2018 work started on the new compound, which comprises a new canteen, locker rooms, office space for the course manager and his team and machinery

storage. This is being developed out of existing buildings in two phases. Phase one (canteen and office space) should be finished this month and phase two should start this month and will be the building of the locker rooms and machinery storage.

My role is working with architects and planners and putting costs together for the project and working with the construction guys to ensure all is running smoothly. Currently, I'm pleased to say that all is going to plan and we are looking forward to completed facilities in late March or early April – in time for the start of this season. It's something I am very proud to be overseeing and will be a major contributor to the One Team initiative long term.

GreenKeeping: What further projects are coming up that you and the team will be undertaking?

Scott Fenwick: There was a maze installed before the millennium, which now takes a lot

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of upkeep. Unfortunately, it suffers a good deal of damage from children riding bikes to closely to it. We've taken the decision to remove the maze to create a herb garden to supply the Gleneagles hotel. We will retain the outer hedge of the maze to act as a barrier to deer and protect the plants inside and we are going to install a glasshouse which will be used for growing plants, but as an addition, will also be used as a function space as well as being open and available to guests.

Currently we are building a car park screen to make the walk from the hotel a better

visual experience. We have a heather project about to start on the Queen's course. Albeit heather is still there, it has declined over the years, so we are introducing a programme to strengthen and bring it back. We will also introduce heather to the 13th hole and various areas around the course. Some will be done with heather on the site but some will be purchased through Tillers Turf. We shall also be adding some new tees to 13 and 14, so now the 14th hole with play over the loch, which means we have to install a wooded walkway over the loch.

We also have woodland management programme and recently applied to the Forestry Commission for licences to remove trees to improve light and air on the first fairway. So there is a fair amount going on at present.

GreenKeeping: What lessons did you learn from preparing for the Ryder Cup that can be used to prepare for the Solheim Cup?

Scott Fenwick: The first thing I did with the Ryder Cup was to research previous Ryder Cups, as it has a great history to review and learn from. My considerations were based on looking at Celtic Manor and The K Club, and studying the issues they had experienced, which was high rainfall, which is a big potential problem likely to happen in Scotland.

Originally we were looking at installing a new irrigation system and I got the OK to go ahead. However, one morning when I was sitting in my office looking out at rain running down the windows, I thought if we go ahead with this irrigation system, and it pours with rain, how is this going to help the Ryder Cup? So I spoke to my bosses about whether we could transfer the money from the proposed irrigation system to a sub-air system. I was looking at how we can protect the golf course if we end up with heavy rain. We installed a system on 10th and tested against the 17th and the data showed us that the 10th green started performing better than 17th. On that basis we took the decision to install across all 19 greens, including the putting green, and this has improved the greens' performance and prevented us from having to replace them.

Bunkers were also a big issue by way of reparations, washout and contamination. We investigated a number of products and found one suitable and this solved the problems, which made a massive difference to how the bunkers performed from the points of playability, maintenance and coping with high volumes of rain.

All the courses have now had this system installed.

GreenKeeping: You and Gary Silcock chose John Deere as a machinery supplier as part



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of a long-term relationship. What criteria did you use to select John Deere and what vision did you both have of how the relationship would evolve?

Scott Fenwick: Machinery is a major expense and an investment for our business, so it is important to make the right decision, as it's not often that change is made. We invited suppliers to tender and the criteria we were looking for was quality of machinery, parts back up and the future relationship between Gleneagles and the supplier, to benefit both businesses. We also wanted to work closely with a supplier to see how we could use and transfer our experience to contribute to future product development, and how potential future business could develop and help our business grow further, as we are always looking to increase productivity and lower cost. It also helps our team in many ways.

GreenKeeping: Double A has been a big part of the partner relationship. How has Double A contributed to the needs of you and your team?

Scott Fenwick: Apart from supplying the equipment, Double A have played a crucial role in training. We've had full onsite training for the full team and all team members have visited and undergone in-depth training at Double A's facility in Cupar. This is also about building relationships with our supplier that our team can benefit from and that the team are comfortable working with and aware of what the supplier offers by way of support to Gleneagles. Relationships are very important to us!

GreenKeeping: In what ways beyond purchasing equipment is the relationship with Double A developing to support you and Gleneagles to achieve the desired product in the lead up to this September?

Scott Fenwick: Double A and John Deere will help us with machinery support and will supply additional mechanical back up, together with additional training, especially for the volunteers who will be helping us through the Solheim Cup.

GreenKeeping: What advice would you give to youngsters starting out and wanting to pursue a career in the profession?

Scott Fenwick: When I started my career I set myself targets and goals to achieve and reviewed these daily. I would recommend this practice. Every day to me was a training opportunity and being aware of what was happening around me was important, and not being afraid to ask questions, no matter how stupid you may think they are. Make yourself available for additional work to learn. Also people above you will notice that you have engaged and will possibly offer you opportunity first when the time comes. Education is paramount in today's industry, so make sure you invest in yourself.

GreenKeeping: What changes do you think need to be made to benefit the industry sector and profession of the greenkeeper?

Scott Fenwick: The professional image of greenkeeping has been raised over my career lifetime, however, standards need to be raised further and more opportunity created for those who would like to move further up the ladder.

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John Deere

A brand new partnership between Farleigh Golf Club, John Deere and dealer Farol has seen the arrival of the club's first ever fleet of John Deere course maintenance equipment. This forms part of an ongoing investment in the club and its facilities worth £6.5 million since Farleigh was acquired by the Hayton family in 2010, to become part of The Foxhills Collection.

"The partnership is a true representation of our commitment to improving quality and maintaining our golf offering at all times," says Adam Walsh, who has been general manager for two years following a spell as golf sales manager.

Opened in 1997 near Croydon, Farleigh is a fast-draining downland-style course which boasts 27 Championship-standard holes re-designed by Ryder Cup legend John Jacobs, with greens built to USGA specifications. Three separate nine-hole loops can be played in any combination as three different 18-hole layouts or even all 27, each layout providing an enjoyable challenge for golfers of all abilities.

The course hosted the 2018 PGA Assistants' Championship as well as its southern section final qualifier, and is the only national PGA venue in the area. The club has also recently signed up for the next two years to host

the national PGA Fourball Championship.

Adam Walsh explains the reasoning behind the club's decision to partner with John Deere and Farol for the first time: "Our previous fleet was coming up to eight years old, so we decided to go through a formal tender process to upgrade and replace the machinery as necessary. At the same time, we were looking to establish a new partnership approach with a supplier as an exclusive agreement, rather than simply replace the odd machine here and there over time.

"The local dealer Farol started demonstrations with us in 2017, arranged by golf and turf area manager Dave Searles, and we soon found that there was a real willingness to create a proper partnership with the club and meet our long-term business needs. One of the main influencing factors in the choice of John Deere was the effort that was put into delivering the full package we were looking for, compared to the other companies we dealt with."

Course manager Kenny MacPhail, who has been at the club for approaching five years, had used some John Deere equipment before but as he says: "What's good for one course may not be so suitable for another, so I wanted the greenkeeping team to experience the John Deere kit as widely as possible before we made the final decision.

"Generally we've been impressed with the range, especially the easy height of cut adjustment on the rotary 8800A TerrainCut rough mower and 7400A trim & surrounds mower, which both feature the programmable TechControl display. We have a lot of drainage ditches, and the 7400A's shiftable deck system saves a lot of manpower, as it can mow down into them more easily.

"The overall operator experience is good too – everything is laid out simply and is very user-friendly. It's obvious a lot of engineering thought has gone into the manufacturing process, particularly to make servicing and maintenance very straightforward."

Other machines in the 14-strong fleet include both 2500B hydraulic and 2500E hybrid electric greens mowers, 8900A wide area fairway mowers, a 1600T wide area rotary mower, Pro Gators with top dresser and sprayer attachments, TH 6x4 Gator utility vehicles and a 5075E 75hp utility tractor.

"We have just had a record financial year and the club is definitely going in the right direction," says Adam Walsh. "The course continues to improve, and stylistically it's different to the majority of courses in the area – it's very open and exposed and sets different challenges, more like an inland links.

"We aim to provide a relaxed atmosphere, while underpinning every step we take with the emphasis on quality and attention to detail in order to give our members and visitors the best possible value. We're very enthusiastic about the future at Farleigh, and this new partnership with John Deere and Farol is a definite step forward in helping us to achieve our goals."

Web: www.JohnDeere.co.uk

Toro

Reesink Turfcare launched two new Toro fine turf machines at BTME 2019 as well as a new Toro irrigation control system.

The new Toro two were joined in Harrogate by the Outcross, Toro's first super-duty utility vehicle. The Outcross combines the best elements of a tractor with a utility vehicle that's been purpose-built to expand the operators' capacity for work, allowing them to do more with less. With the power to tow



16,000lbs and an optional cargo bed that can hold 4,500lbs of materials, its sheer strength is astonishing.

Completing the Toro machinery line-up was the latest 'flagship' machines for greenkeeping professionals.

They include the Reelmaster 5010-H; the machine which introduced the industry to a fairway mower with a true hybrid drive system to seamlessly match the power needed for traction and cutting based on mowing conditions.

Also in the Reelmaster category and at the show was the RM3555-D, the hard-working, economical mower and lightest in its category, which can climb hills while running groomers and rear roller brushes yet uses less fuel per acre than traditional fairway mowers.

Completing the line-up were the Workman GTX-E, the mid-duty electric utility vehicle with over 300 configuration options, and myTurf Pro, the web-based asset management system providing machinery data for efficient fleet maintenance.

Of the two new machines, which will be reported on in *GreenKeeping* during 2019, one takes a popular ride-on greens mower and makes it super quiet while the other brings new innovation to pedestrian mowing.

In the first, a proven engine, no more hydraulics and a significant reduction in operator noise, but with the familiar feel of its series counterparts, created a great deal of interest with UK greenkeepers and course managers keen to up their green credentials.

The second launch improves the operator experience without affecting the quality of cut. The handle and suspension on this new pedestrian mower have all received the Toro touch and together means operation is simpler, cut is more consistent and adjustment is even easier.

The new Toro irrigation control system, based on decades of engineering experience from Toro to deliver high speed diagnostics using rapid two-way communications, will also be covered by *GreenKeeping* during 2019.
Tel: 01480 226800

Dennis and SISIS

Dennis and SISIS have announced an exciting new free-to-attend groundcare seminar which has been designed with education in mind for those involved in groundcare on a variety of sports turf topics.

The seminar, which will take place at St Albans School, Woollam Trust Playing Fields, on Tuesday, February 19, is expected to attract grounds staff from all over the UK including volunteers and professionals representing schools, sports clubs, local authorities and contractors.

With a variety of high quality speakers and insightful topics, the seminar aims to connect like-minded people where they can learn new skills and techniques as well as offer fantastic networking opportunities.

Registration will start at 9am in which delegates will get the chance to meet their fellow colleagues before Robert Jack from Dennis and SISIS provides an introduction at 9.45am.

The following seminars will then take place:

- Renovate and rejuvenate a surface – Rob Kendle (ATB Sports Solutions).

- Getting the most out of a sportsground construction project – Dr Iain James (TGMS).
- Drainage: Managing sports fields – Alex Vickers (IOG consultant).

A complimentary lunch will signal the halfway point at 12:30pm and attendees will be able to network and meet with event sponsors.

After lunch the following seminars will commence:

- Winter sports pitches to cricket outfields: what do we do next? – Keith Kent (RFU head groundsman, Twickenham).
- 50 years in cricket: looking to the future – Chris Wood (ECB pitch advisor).

Following presentations, informal discussions will commence where all delegates will get the opportunity to ask any questions they may have to a host of industry professionals including the seminar's guest speakers.

Tel: 01332 824 777

Double A

Dumbarnie Links is a brand new 18-hole golf course development on the south coast of Fife that is set to be open for play by spring 2020. The 165 hectare development reflects the historical location of a links course and sports club at Dumbarnie dating back to the 1830s.

Luke Beardmore of OB Sports Golf Management – the US firm hired to manage Dumbarnie – and John Deere dealer Sandy Armit of Double A, signed a partnership deal last year for the supply of grow-in and maintenance equipment for this exciting £11 million project, which is supported by the local landowner Lord Balniel of Balcarres.

Designed by former Walker Cup and Ryder Cup player Clive Clark, Dumbarnie Links is notable for featuring sea views on all 18 holes.



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The course manager is local man Grahame Taylor, who grew up in Leven and came from the Old Course at nearby St Andrews.

"The vision for Dumbarnie Links has been to provide a first class, true links style golf experience of international quality for all to enjoy," said Luke Beardmore. "The golf course will be operated as a pay-and-play facility, with no members' club or fees, and will be open to the public for a daily green fee. It has been designed and laid out to the highest standard while also respecting the coastal setting and environmental designations within the vicinity."

Largo Bay to the south of the site forms part of a wider designated Site of Special Scientific Interest (SSSI), Special Protection Area (SPA) and Wetland of International Importance (RAMSAR Site). The Fife Coastal Path and Dumbarnie Links Scottish Wildlife Trust Reserve are also adjacent to the site boundaries.

"Due to extremely favourable weather conditions last year the golf course construction work took just six months to complete, which is extremely fast," said Luke. "The contractor, Landscapes Unlimited from the US, assembled a team of first class sub-contractors to build the course so quickly. The course will still need to mature throughout 2019, but so far the project has truly exceeded everyone's expectations."

Luke Beardmore feels that John Deere has been at the forefront of the project's success so far, adding: "Our initial success has largely been based on our strong working relationship with John Deere, and specifically the dealer Double A.

"The ability for Dumbarnie to work with the dealership team allowed us to keep the preliminary costs down while still focusing on the highest quality standards every day. This partnership has truly been a win-win for everyone."



Sandy Armit of Double A added: "This is a very exciting project and we are very pleased to have been chosen to be involved with the initial loan and supply of John Deere equipment, including hire tractors and a Pro Gator utility vehicle with mounted sprayer and spreader. We look forward to phasing in a full fleet of course maintenance equipment through the grow-in period this year, in preparation for the course's official opening in 2020."

Web: www.doublea.co.uk

Ransomes

Amber Valley Borough Council, located in Derbyshire, has been a Ransomes customer for more than 18 years. The council has continued its long relationship with the Suffolk-based mower manufacturer, with its latest purchase of two Ransomes MP493 rotary mowers from local dealer Sharrocks.

Robert Castledine has been the grounds maintenance team leader at Amber Valley Borough Council for 18 years. He manages a team of 10 employees, with two teams of three staff allocated to mowing. Responsible for the north-side of the borough, the new Ransomes mowers maintain all verges, parks and cemeteries in the area.

"We have a very varied topography in Amber Valley," Castledine said. "There are hills, verges, conservations, enclosed spaces

and housing estates. We needed a versatile machine to cope with our various requirements. The Ransomes MP493 gives us that.

"In the past, we have used the Ransomes Commander amongst other Ransomes triple mowers. They have always been reliable, well-built and the best value for money on the market. I've always been extremely happy with the machinery and the service from our local Ransomes dealer. We have been dealing with Sharrocks for around 18-months, as they're new in the area, but are already very pleased with the service and product information they've given us."

Sharrocks has been a successful Ransomes dealer for many years, and has recently extended its territory to Derbyshire, taking over from previous dealer, Platts Harris. With depots in Wroughton, Lancashire and Sandbach, Cheshire, Sharrocks has a comprehensive portfolio of groundcare solutions and was named the Ransomes UK and Ireland Proturf Dealer of the Year 2017.

"The Ransomes MP493 is a very robust mower," Castledine continued. "We put our machinery through a lot, so it needs to be able to withstand this; it was the only mower robust enough to do the job. Productivity and after-cut appearance are also important factors for us, and this mower definitely ticks those boxes."

Web: www.ransomes.com



Capillary Concrete™, a cement-based polymer material that is the only sports base that moves water in two directions, ensuring it virtually eliminates wash-outs, soil contamination, plugged ball lies and other bunker maintenance problems, had a very successful 2018 and now comes with a guarantee that the product will perform without fail, writes Tania Longmire

Invented and developed by Martin Sternberg, CGCS, as a means of finally resolving all bunker problems in even the most severe golf course locations, Capillary Concrete bunkers were first seen in 2010 in Scandinavia, a very tough climate with severe winter ground freezing conditions. Today, thousands of bunkers have been built or renovated with Capillary Concrete all across the world, from Australia and Japan to the USA and Europe; Capillary Concrete™ is available throughout the world, in every major golf market through local distributors.

Last year was a fantastic showcase for Capillary Concrete, especially with all bunkers on the Albatros Course at Le Golf National, venue of the 2018 Ryder Cup, lined with Capillary Concrete, as with the recently redesigned Adare Manor in County Limerick.

It also was a very busy year in the UK; Bruntsfield Links Golfing Society, the fourth oldest club in the world, has just completed a two year re-development of all its bunkers using the technology alongside other extensive works on the course; it became the third course in Scotland to be completed with Capillary Concrete, joining the Gleneagles Resort, which has had both the Kings' and Queens' courses completed.

Mortonhall Golf Club will soon be joining them, having completed its first phase this winter with a second and final phase due to be installed later this year, several other clubs around the country are underway with rolling projects to install Capillary Concrete as their bunker liner of choice following successful evaluation periods including, Ramside Hall GC, Rockliffe Hall GC, Hazelgrove GC, Porters

Park GC, Haverhill GC, Sandy Lodge GC, Dale Hill GC and Southerndown GC to name a few.

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John Greasley (left), with son Charlie

A true gentleman

The golf industry lost one of its most respected figures in November 2018, when John Greasley lost his fight against cancer.

News of his death prompted a host of tributes from people he had worked with over the years, many of whom had treasured memories of a man whose outwardly gentle demeanor was matched by an inner determination, true professionalism and strong principles.

John set up his company John Greasley Ltd in 1985 and from humble beginnings established it as one of the industry's leading course design and construction specialists with clients across the UK and Europe.

John's first job under the new business, in conjunction with architect Martin Hawtree, was hardly glamorous – a nine-hole course on a reclaimed chemical tip in Widnes, Cheshire, for Halton Borough Council.

Yet its success, completed in the year the firm was established, set the tone for a long line of high profile future projects.

John Greasley's list of satisfied clients is as long as it is noteworthy, with some of the most respected clubs at home and abroad featuring among the firm's portfolio.

They include Royal St George's at Sandwich and the James Braid classic course at the Verulam Golf Club, Hertfordshire, that had been formally opened in 1912 by captain, Samuel Ryder.

Abroad, John widened his reputation as one of the industry's leading golf course construction engineers with works at Furesø Golf Club, near Copenhagen, Denmark, and the Colt designed La Mer Course, at Le Touquet.

Among the most recent successes the remodeling and major upgrading of the famous 27-hole Harry Colt designed course at Stoke Park Country Club & Spa in Buckinghamshire bears testimony to John's skills and attention to detail.

In 2015, Stoke Park hired his company to commence a wholesale renovation programme designed to bring consistency to the course design. The overarching ambition was to create an environment desired by the modern day player, while maintaining the historical significance of the original lay out.

John's company commenced with a bunker

repositioning and renovation programme starting with the Colt nine in 2016. Modifications to the Alison loop were finished in spring 2017 and the final stretch, the Lane Jackson, was completed over the following winter.

The result was an outstanding success and brought accolades from the club, its members and visitors alike.

Stoke Park director of golf, Stuart Collier, said when the project was completed: "We wanted consistency throughout; consistency of play, build, sand, and quality – and Greasley delivered on all counts.

"What Greasley has achieved is to bring the course up to date while retaining all the qualities inherent in the original course.

"From the moment we commissioned the firm, John Greasley Ltd was extremely professional, very accommodating and great to work with. The team was very adaptable – there was never an issue if we required something to be changed again after the initial work – and was always very positive and helpful.

"From the outset, the relationship we had with them was one more in keeping with people working together in tandem, rather than a mere client-contractor connection. They also stayed on schedule throughout, which was remarkable, particularly in the first winter, when they were hampered horrifically by the weather conditions."

Elsewhere course architect John Gaunt praised John Greasley Ltd for the challenging work completed on a major flood defence system at Handsworth Golf Club.

He said: "They are an excellent contractor, more than able to deal with this size contract and very good at keeping to deadlines and budget."

Never one to rest on his laurels, John steered the company forward, recognising the need to invest in new machinery and staff training to stay ahead of the game.



John Greasley, far left, next to Charlie, and Tom Mackenzie, second from right, during a presentation recognising 15 years' support from some of the partners of the European Institute of Golf Course Architects

Among the innovations to company embraced was the use of the revolutionary Rototilt tiltrotators. The first was acquired in 2016 and more followed as their versatility and cost effectiveness became apparent.

The use of such cutting edge technology combined with a fully-trained workforce has ensured that John's company gained almost unrivaled experience as one of the country's leading contractors in the field.

John was also among the first to put back into the industry that supported his business, becoming a partner of the European Institute of Golf Course Architects (EIGCA).

Following the announcement of his passing EIGCA issued a statement acknowledging his contributions to the industry and lamenting his loss.

'Greasleys were one of the first partners of EIGCA and were recognised for 15 years of support at our annual meeting in Belfast in 2016.

'John was a very quiet and polite man, a true gentleman who was very well respected by everyone in the industry. He will be greatly missed,' it read.

EIGCA past president Tom MacKenzie added: "When John Greasley's son, Charlie, called to tell me that John had died, I realised what a loss that was to the golf design and construction business. I first worked with John in the mid-1990s and we worked together on projects from the

mountains of Scotland to Denmark and Cyprus. All of them were done with John's trademark efficiency and fairness.

"I enjoyed dealing with John because he was so well organised and he did what he said. He expected the same from me too and I learnt a lot from him as a result.

"I am really pleased that his son Charlie joined the company and that they worked together for so many years. There will be a smooth transition upholding John's guiding principles. I wish Charlie and all of the team well for the future."

A further tribute came from Ken Moodie, director and principal architect of Creative Golf Design and past president of EIGCA who wrote to Charlie expressing his condolences. He wrote:

'I always greatly admired your dad for the way he balanced his professionalism and integrity as a contractor with his warmth and friendly manner as a person.

'As a young architect, lacking in experience, he treated me with respect and was always helpful in providing advice when he realised I was outside my comfort zone.

'He was great to work with and I always appreciated his honesty and experienced eye, and the fact that was always committed to doing every job to the highest standards. He will be greatly missed, and fondly remembered, within the golf industry.'

► A day in the life

James Braithwaite

is the course manager at **Long Ashton Golf Club**. The 126-year-old parkland course is situated just 10 minutes from Bristol's city centre



• What time do you arrive at the club?

A summer start is around 4:45am and in winter, 5:45am. This gives me an hour or so before the team starts, to get paperwork out of the way.

• Can you describe your morning routine?

Monday morning starts with putting the weekly work rota up on the dry-wipe board. The first stop every morning then is to collect soil temperatures and all the weather data, putting it all into graphs and

other formats. After this I will finish writing up the diary from the day before, if necessary, answer or act on the latest emails and update the budgets and stock lists ... the list goes on ... oh, most importantly, I make sure the kettle is on ready for a brew for the arriving team! We'll then have a team briefing before going out and working on the course. The occasional meeting during the working day may take me off the course, but most meetings are out of general working hours.

• How many people are there in your team and is it a fair number for your collective workload?

We have six staff including myself to look after a 220 acre site, including 80 acres of woodland and six footpaths, with some extra help from a part time handyman / gardener who looks after the area around the clubhouse. We also complete machinery maintenance in-house with the assistance of an external contractor. The course presentation is excellent, but to improve further and implement more ideas, another pair of hands would be helpful.

• Do you share tasks?

Yes, tasks are rotated as much as possible, but the staff do have tasks that they are better at than others.

• How do you motivate your colleagues?

Motivation is a very difficult question. Individuals react to different types of motivation – some like praise, some like rewards, some react in other ways such as being given responsibility. Generally, motivation is achieved through praise and the occasional drink after work in the clubhouse, or a night out.

• What's your favourite season of the year and why?

Spring going into summer, when everything is just kicking off and the course presentation is outstanding. All the stripes are showing up nicely and the greens are performing to their optimum.

• What aspects / functions of your job gives you the greatest satisfaction?

Presenting a golf course to be proud of and working with a team that can produce it. You know you have it right when you stand on the tee and you really want to play the course. It draws you in!

• And what part of it gives you the least satisfaction?

Mindless vandalism, lack of care for the course and the lack of understanding of the professional job we do.

• Have you attended any courses recently?

I attended BTME 2018 and 2019 in Harrogate. BTME is a must for me, the education is excellent and the networking (with a beer) on the evening is second to none – you can learn so much talking to your peers over a beer. I also attended a recent seminar presented by Maxwell Amenity. It doesn't matter how many times you see a presentation on a subject, there is always something new to bring home, it may only be one thing, but that makes the day worthwhile.

• What seed mixtures and / or cultivars do you use for your greens, tees, fairways and roughs?

Generally I've been using Johnson Sports Seed J Nitro All Bent on the greens (Arrowtown, Manor and Troy) and Johnsons J 4Turf on tees (Berlio, Double and Fabian) with great results. On the fairways we have been using J Fairways (Humboldt and Wagner – Chewings

Fescue, Archibal and Rossinante – Slender Creeping Red Fescue and Dumas – Hard Fescue).

• **How would you improve the greenkeeping industry?**

Greater respect for our profession, raising the profile of greenkeeping through authorities recognised and respected by golfers to show we are professional people working in a professional industry.

• **Has a golfer ever deliberately directed a ball at you?**

Not directly at me, but knowing I was on the green and that was the target. This happens far too often!

• **Are you seeing any evidence of climate change?**

I am certainly seeing a change in climate, springs are getting later and the cutting season is going on much longer than in the past. When I first started greenkeeping over a quarter of a century ago, albeit in the north east, come the end of September, the machinery was put away for the winter. Nowadays we don't really put the machines to bed! The rainfall hasn't really increased from my collation since 2000, but the ferocity of the downpours is far greater, causing greater flooding of greens and so on. This was a catalyst to re-build our greens to USGA specification in 2013, combined with the demand for 365 days a year of golf on greens.

• **Have you ever had any mishaps with lakes on the course or had to undertake a rescue of a daft golfer?**

Not directly, but there have been a few occasions when golfers have left their trolleys turned on and the whole lot has ended up in the lake! We've dragged a couple of machines out from the edge of ponds, but the funniest request was to see if we could find a set of false teeth a member had lost on the course!

• **What is the most interesting animal you have seen on your course and how do you do support wildlife?**

We have plenty of wildlife, ranging from adders, grass snakes, common lizards and slow worms, buzzards, peregrines, kestrels, sparrow hawks, finches and so on to roe deer. But the most interesting bird, which I think is also one of the prettiest birds in Britain, is the kingfisher. We have a few ponds on the course, but no flowing water, so I never expected to see one at Long Ashton, but amazingly I have spotted one twice in my 22 years. To try and encourage as much as possible we have put out bird boxes, sown wild flower areas and increased the long grass areas, but there is still plenty more to do.

• **What advice would you give to a young greenkeeper starting out today?**

Education is key, but experience is also vital to get on in the industry. Attend as many educational events as possible, make yourself known to other greenkeepers, ask as many questions as you can. At the end of the day you will only get out of something what you're willing to put into it.

• **How do you spend your leisure time?**

Most of my time at present is taken up with looking after my grandson Archie, who lives with us, and spending time with the family, which I love. I also spend time walking my dog, Jack (who goes to work with me every day), and play golf in a society. I have also just joined my local golf club in Clevedon, a bit of a busman's holiday, but I enjoy it!

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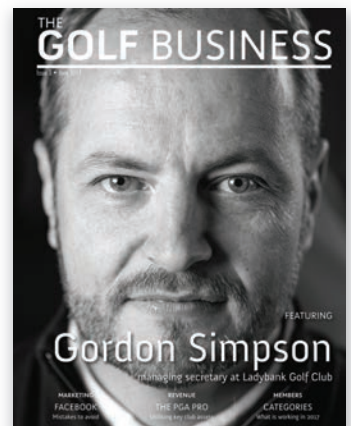
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