

BTME

WE TAVE WE RIVER DIPS S ZZZ ZZZ



2022

SUNDAY 23 -
WEDNESDAY 26
JANUARY 2022
HARROGATE, UK

Organised by



Supported by



WELCOME FROM BIGGA

Continue to Learn returns to its rightful home at Harrogate Convention Centre in January 2022!

Following the successful transition to an online event in January 2021, we have taken the format and re-imagined it to streamline our flagship education event, continuing our commitment to providing world class education and development for greenkeeping professionals.

Things look a little different with only three event types to choose from, but this should make it easier to select and book your education.

The **CONFERENCE** now spans three days. With two auditoriums, there will be a wide choice of sessions to attend.

The **CLASSES** will run throughout the Continue to Learn programme offering two, one and half day classes on a wide variety of topics.

We have worked closely with our exhibitors to offer a series of **SEMINARS**.

Moving to a new location in the Blue Zone, the seminars are free for all visitors to BTME to attend. No need to pre book – just turn up, grab some headphones and listen in to the session of your choice.

Discounts are on offer and Turf Rewards from ICL and Syngenta can be used to book the education of your choice.

Download the BIGGA App to keep up to date on the latest information.

Don't forget to book early to secure your place. We look forward to welcoming you back to Continue to Learn, BTME and Harrogate!



Sami Strutt
Head of Learning and Development



CONTENTS

KEY INFORMATION	4
Booking and Terms & Conditions	4
Turf Rewards	4
Continue to Learn Booking Discounts	4
CPD Credits	4
CONFERENCE	6
CLASSES	20
SEMINARS	38

BIGGA Annual General Meeting 2022

Tuesday 25 January 2022 at 3pm

Main Auditorium, Harrogate Convention Centre

The BIGGA AGM is open to all members of BIGGA, however only full members are entitled to vote.

A current membership card **MUST** be produced to gain entry.



KEY INFORMATION

Booking and Terms & Conditions

The booking form can be found in this brochure. Alternatively bookings can be made online at www.btme.org.uk or over the telephone on 01347 833 800.

All bookings and payments must be received by Friday 14 January 2022.

VAT

VAT at the prevailing rate will be added. The Continue to Learn programme is a service provided within the UK and VAT must be paid by all attendees. VAT No. GB 500 2920 05.

Invoices

A request for a credit invoice must be accompanied by a signed, official order. Invoices cannot be issued to overseas delegates. Payment is due 28 days from the invoice date or by 14 January 2022, whichever is earlier. No invoices will be issued after 22 December 2021. If you do not have a credit account with BIGGA, a Credit Account Application form must be completed before an invoice can be raised.

Cancellation Policy

Cancellations must be received in writing. Cancellations received prior to 22 December 2021 will be refunded in full, less a cancellation fee of £35. No refunds will be given for cancellations received after 22 December 2021.

COVID-19

BIGGA will continue to follow government guidelines relating to COVID-19. If the event is cancelled, a full refund will be provided. Those who are unable to attend, due to a positive test result or isolation requirements, may be asked to provide evidence to secure a refund.

All information provided in this brochure is correct at the time of printing. However, it may be subject to change. For up to date information visit www.btme.org.uk or the BIGGA App.

Turf Rewards

Pay for your Continue to Learn 2022 education using Turf Rewards! Claim your Turf Reward Continue to Learn vouchers at www.turfrewards.com



Continue to Learn Booking Discounts

BIGGA members only

To help make training budgets stretch further and to provide greater flexibility, we offer Continue to Learn booking discounts.

The discounts can be used by individuals or for several team members from the same golf club. The discount is offered based on the total value of education booked, before VAT is added.

Discounts:

- Spend over £500 on Continue to Learn bookings = 5% discount
- Spend over £1,000 on Continue to Learn bookings = 10% discount
- 3 day Conference ticket offer – Buy one full price ticket at £295 + VAT and all subsequent 3 day tickets are £200 +VAT
- Discounts can be applied to bookings made by an individual golf club or a group of golf clubs owned by one company. Discounts can be applied to the total cost of the booking, not including VAT.
- Discounts can be combined.
- Three day Conference tickets cannot be shared and will only be valid for the individual named on the booking.
- Don't forget that you can pay for your education using Turf Rewards vouchers.

N.B. Discounts and Turf Rewards cannot be applied online. Please use the booking form or telephone 01347 833800.

CPD Credits

All elements of the Continue to Learn education programme will be eligible for BIGGA's CPD credits.

Feedback survey

Please ensure that your badge is scanned when attending each education event to enable us to send you the link for your feedback survey.

The link for the feedback survey will be sent to you via email. Please provide your current email address when booking your education.

Certificate of Attendance

Your Certificate of Attendance will be automatically emailed to you upon completion of the feedback survey. The certificate will display your name, the education event that you attended and the CPD credit code that you can use to claim your credits.



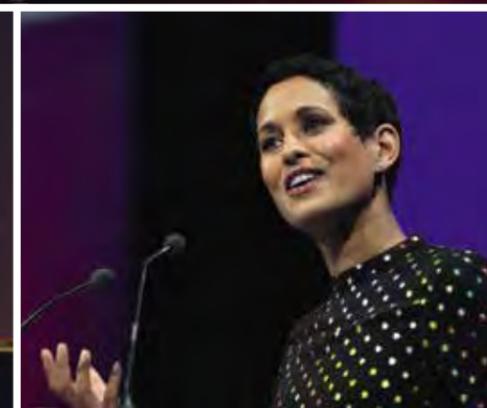
CELEBRATE WITH US

Raise a glass with friends and colleagues as the BIGGA Welcome Celebration returns in 2022 to honour your achievements across the greenkeeping industry.

When: Tuesday 25 January, 5.30pm

Where: Main Auditorium, Harrogate Convention Centre

We look forward to seeing you there.





CONFERENCE

Monday 24 January

Session times and locations will be confirmed on the BTME website and BIGGA app.

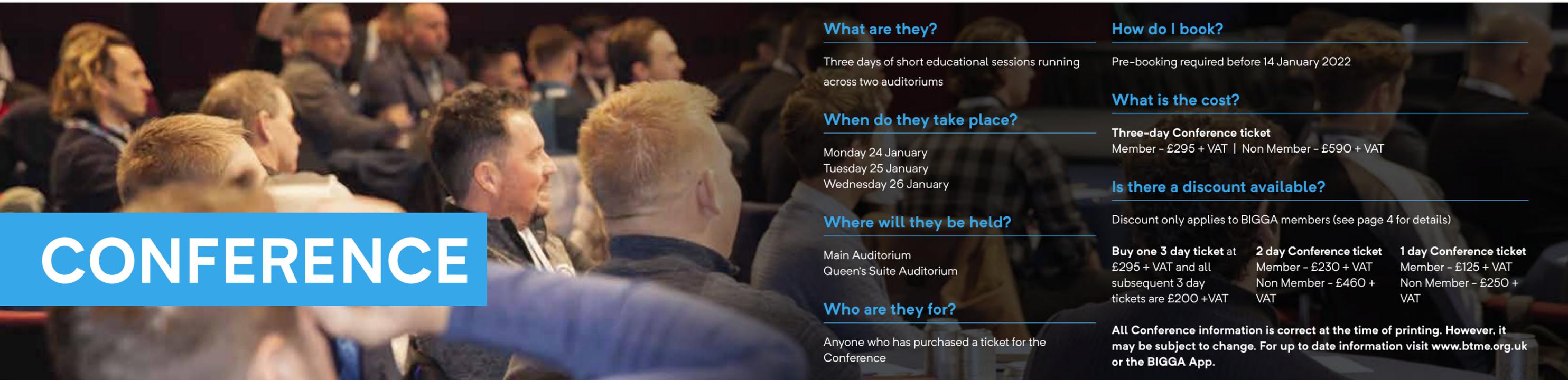
Session name	Page
Reimagining Princes	8
Organic matter management - what's new?	8
Turfgrass diseases - attack and defend!	9
How big should your course budget be? Using industry data to help your planning	9
How you can help nature on your golf course	9
What they didn't teach you at college	10
R&A Golf Course 2030 - Annual review	10
R&A Golf Course 2030 - Green standards	11
Creating a culture of trust	11
Managing greens with reduced fertiliser and irrigation	11

Tuesday 25 January

Session name	Page
Phosphite for turfgrass management	12
R&A Golf Course 2030 - Grass selection	12
Drone technology to assess plant health	13
The "ALL ONE" greenkeeping management philosophy	13
Putting green surface management	13
That didn't quite go to plan!	13
R&A Golf Course 2030 - Coastal management for a sustainable long-term future	14
A very muddy situation: managing problematic earthworms on golf courses without chemicals	14
Measuring sustainability, carbon balances and taking climate action at your golf course	15
R&A Golf Course 2030 - Greenkeeper profile and education	15

Wednesday 26 January

Session name	Page
What got me here, might not get me there...	16
Taking on the business of golf — the Stanedge Golf Club story	16
Commissioning, building or designing - running a safe project	16
Leatherjacket management for the United Kingdom: what works and what is rubbish?	17
Creating Ingrebourne Links Country Club	17
Pythium patch: a newly discovered disease of Poa annua putting greens	18
Less is more when you talk about clip rate	18
R&A Golf Course 2030 - ITM for parkland greens	18
Conservation on the golf course	18
R&A Golf Course 2030 - Water management	19
Life in the transition zone	19
Championship agronomy 2021 - our learnings	19



CONFERENCE

What are they?

Three days of short educational sessions running across two auditoriums

When do they take place?

Monday 24 January
Tuesday 25 January
Wednesday 26 January

Where will they be held?

Main Auditorium
Queen's Suite Auditorium

Who are they for?

Anyone who has purchased a ticket for the Conference

How do I book?

Pre-booking required before 14 January 2022

What is the cost?

Three-day Conference ticket
Member - £295 + VAT | Non Member - £590 + VAT

Is there a discount available?

Discount only applies to BIGGA members (see page 4 for details)

Buy one 3 day ticket at £295 + VAT and all subsequent 3 day tickets are £200 +VAT	2 day Conference ticket Member - £230 + VAT Non Member - £460 + VAT	1 day Conference ticket Member - £125 + VAT Non Member - £250 + VAT
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All Conference information is correct at the time of printing. However, it may be subject to change. For up to date information visit www.btme.org.uk or the BIGGA App.

MONDAY 24 JANUARY

Reimagining Princes

This session will discuss the evolution of Princes Golf Club in Kent, from hosting the 1932 British Open and the devastation of the course when it was requisitioned by the army during World War II, to the planning and four phases of construction and maintenance that was involved to reimagine Princes to what it has become today.

Learning Outcomes:

- History of Princes
- Project planning
- Four phases of construction
- Maintenance

Presented by:

Sean McLean, Course Manager, Princes Golf Club

Organic matter management - what's new?

Organic matter (OM) management is critical to provide firm and resilient fine turf surfaces. Conventional methods can be effective but are often quite disruptive to the playing surface. Many facilities are turning to alternative methods that are less disruptive, yet still manage organic matter to provide desirable surfaces.

Learning Outcomes:

- Understand the pros and cons of conventional management techniques
- Discuss new methods for OM management
- Review topdressing sand selection and highlight research findings
- Discuss OM testing protocol and the variability within current practices

Presented by:

Paul Jacobs, Agronomist, USGA



Turfgrass diseases - attack and defend!

This session will discuss how major disease-causing pathogens infect cool-season turfgrasses and how infected turfgrasses respond with complex defence mechanisms. Discover how turf managers can prime their turfgrasses and enhance these defences, leading to reduced levels of disease.

Learning Outcomes:

- Sources of infection and how pathogens infect turfgrasses
- Which environmental conditions are conducive to different pathogens
- Basics of turfgrass responses to infection
- How turfgrass defence responses can be primed and enhanced

Presented by:

Dr John Dempsey, Turfgrass Pathologist, Independent Turfgrass Research

How big should your course budget be? Using industry data to help your planning

How big is your annual course maintenance budget? How much is your club setting aside for renewing and replacing assets? How much should you allocate to new projects? Financial planning is critical so isn't it time to have a fact-based conversation about how big your budget should be?

This session will provide an unparalleled insight into how hundreds of golf courses allocate their resources, providing a perspective of what clubs of all sizes spend their money on around the club and course.

Learning Outcomes:

- The most important aspects of financial planning
- How hundreds of golf clubs allocate their resources to the course (and the rest of the club)
- Compare your own budget to clubs just like yours
- Put the key principles for operational and capital planning for your golf course into practice
- Be ready to have a fact-based conversation with your manager, treasurer or owner about how much resource you should have to manage your golf course

Presented by:

John Kemp, Consultant, Contemporary Club Leadership

How you can help nature on your golf course

There are more than 3,000 golf courses across the UK contributing to over 126,000 ha of greenspace. This area, if well managed for nature, could make a huge contribution to nature's recovery. (continued over)

This session will look at different areas of a golf course and how these areas could be managed to help support nature. From simple tips to food for thought for larger projects.

Learning Outcomes:

- Areas of the golf course that can be managed to support nature
- How the golf industry can have a positive impact on nature's recovery in the UK

Presented by:

Dr Marie Athorn, Business Conservation Advisor to The R&A, RSPB

What they didn't teach you at college

There's quite a lot that they don't teach you at college – come and listen to some real life experiences of managing both people and turf. Entirely unscripted, the audience will decide on the topics that are up for discussion!

With a combined 60+ years working in the golf course industry, this session will be hosted by best mates and experienced golf course managers, Steve Chappell and Lee Strutt. They will discuss their personal views on turfgrass topics of the day and invite guests from the audience to throw in their thoughts too.

Rest assured they will have some entertaining, as well as some downright scary, stories to share.

Presented by:

Steve Chappell, Superintendent, Royal Bled Golf Club and Lee Strutt MG CGCS MS



R&A Golf Course 2030 annual review

This session will provide an overview of the progress made by The R&A's Golf Course 2030 project over the past 12 months. Discussing engagement with stakeholders, communicating the research being undertaken and the next phase of Golf Course 2030 into Continental Europe.

Learning Outcomes:

- Awareness of GC2030
- Threat of climate change
- Emphasis on greenkeeper profile and greenkeeping education provision
- Sustainable management of golf courses
- Sustainable water management
- R&A Sustainable Golf focus

Presented by:

Wendy Cole, Manager — Sustainable Golf and Alistair Beggs, Head of Agronomy, R&A



Creating a culture of trust

Building trust in the workplace is a fundamental element to creating a successful team. This session will share the trust equation and delve into each sector to create a better understanding and appreciation for creating trust through effective communication whilst understanding the importance of self orientation and its impact on teams.

Learning Outcomes:

- Understanding the importance of trust
- How to be credible
- The importance of reliability
- How intimacy impacts trust in the workplace
- Understanding self orientation and its impact on your teams

Presented by

Craig Haldane, Golf Courses Manager, The Gleneagles Hotel

Managing greens with reduced fertiliser and irrigation

This session will look at the basic principles of organic matter management, discussing how to improve the sustainability and quality of putting surfaces. The results are based on a trial set up at STRI in 2020 to investigate the potential to reduce current irrigation and fertiliser inputs to UK golf greens. Water and fertiliser input reductions were researched in combination with organic matter reductions to determine which of the two inputs affects organic matter accumulation most.

The research for this presentation has been enabled by the Golf Research Enterprise (GREEN), led by STRI in association with BIGGA, part of STRI's commitment to supporting the industry.

Learning Outcomes:

- Basic principles of organic matter management
- Improving the sustainability and quality of putting surfaces
- Trial outcomes for reducing irrigation and fertiliser inputs
- The affects on organic matter accumulation

Presented by:

Dr Hui "Eric" Chen, Research Scientist, STRI Group



R&A Golf Course 2030 - Green standards

Golf greens are one of the key focusses of the golf course. How we view them, their performance and how they fit a concept of quality playing surfaces for a course is critical to success. Assessing how greens perform and what that means to an individual golf club is a vital step to evaluating maintenance programmes and strategic playing surface development plans.

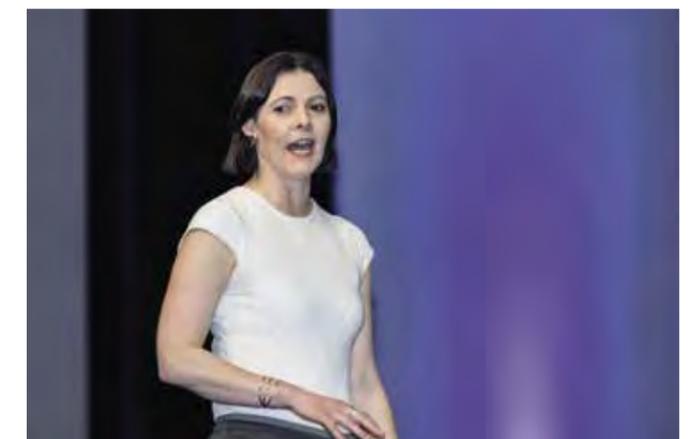
This session will discuss what golf green quality means, how we can use this to help with refining playing surfaces and how we can communicate this concept to all the stakeholders involved in golf. It is an emotive subject and one that triggers many debates. This session aims to demystify this topic and put forward a way we can look at golf green quality as not only a concept, but a practical tool to help evolve how we think about and manage golf green surfaces.

Learning Outcomes:

- What is golf green quality?
- How can standards help?
- How can we use the concept of golf green quality to refine and evolve playing surfaces?
- How can we use standards and quality as a tools to help communicate more effectively to stakeholders?

Presented by:

Dr Christian Spring, Research Operations Manager, STRI Group



TUESDAY 25 JANUARY

Phosphite for turfgrass management

Phosphite has been used in the turfgrass industry for many years, on its own or as part of a nutritional programme. This session will explain exactly what it is, how it is best used in a programme, results of field trials looking at its ability to suppress disease and relieve abiotic stresses. Phosphite's disease suppressive abilities, its uptake following foliar application to turfgrass and its effect on growth and development will be discussed.

Learning Outcomes:

- What phosphite is and its use in turfgrass
- How to incorporate it in nutritional programmes to achieve disease suppression with enhanced turfgrass quality
- How phosphite effects the growth of fungal pathogens and how it can stimulate turfgrass defence responses
- How phosphite is taken in and translocated through the plant
- How phosphite can have both a detrimental and beneficial effect on turfgrass growth and development

Presented by:

Presented by Dr John Dempsey, Turfgrass Pathologist, Independent Turfgrass Research



R&A Golf Course 2030 - Grass selection

Choosing the best adapted and sustainable grasses for our golf courses is a key part of producing high quality playing surfaces. Whether you are growing-in new surfaces, overseeding or carrying out divot repair, the process of selecting the optimum species for your surface is critical. This also needs to factor in the ever changing scenarios we can expect as a result of climate change, resource availability and levels of play. This session will focus on the what we need to consider when we are selecting grasses for different areas of the golf course and how grass selection will need to react to potential challenges.

Learning Outcomes:

- The importance of grass selection
- What factors need to be considered when selecting grasses
- How grass selection needs to be tailored to individual golf courses
- How grass selection is a key component of meeting the challenges of climate change and resource availability now and in the future

Presented by:

Dr Christian Spring, Research Operations Manager, STRI Group



Drone technology to assess plant health

Technology is constantly evolving and slowly making its way to the turfgrass industry. Assessment tools like normalised difference vegetative index (NDVI) and thermal cameras can allow us to "visualise" plant stress in advance of when our eyes see the problem.

This session will discuss the tools that are currently available, the constraints and limitations to collecting this data and the overwhelming hindrance of interpreting and making decisions based on this data.

Learning Outcomes:

- How to use the tools to rapidly capture and document challenges
- Combining with other technology (e.g. GPS sprayers)
- Develop plant health maps to manage and reduce inputs to maintain healthy turfgrass swards

Presented by:

Dr John Kaminski, Professor & Associate Department Head of the Department of Plant Science, Penn State University

The "ALL ONE" greenkeeping management philosophy

This session will provide an insight of a greenkeeping-specific management philosophy that can help to create a dynamic team.

Learning Outcomes:

- Become a team player
- Effective communication
- People skills
- Motivational
- Improved performance
- Enlightened

Presented by:

John McLoughlin, Course Manager, Wallasey Golf Club

Putting green surface management

This session will look at putting green surface management, discussing clipping yield, MLSN vs. SLAN (soil nutrient testing interpretation and recommendations), brushing and grooming setup, equipment selection and mower set-up.

Learning Outcomes:

- Clipping yield
- MLSN vs SLAN
- Equipment selection and set up

Presented by:

Paul Jacobs, Agronomist, USGA

That didn't quite go to plan!

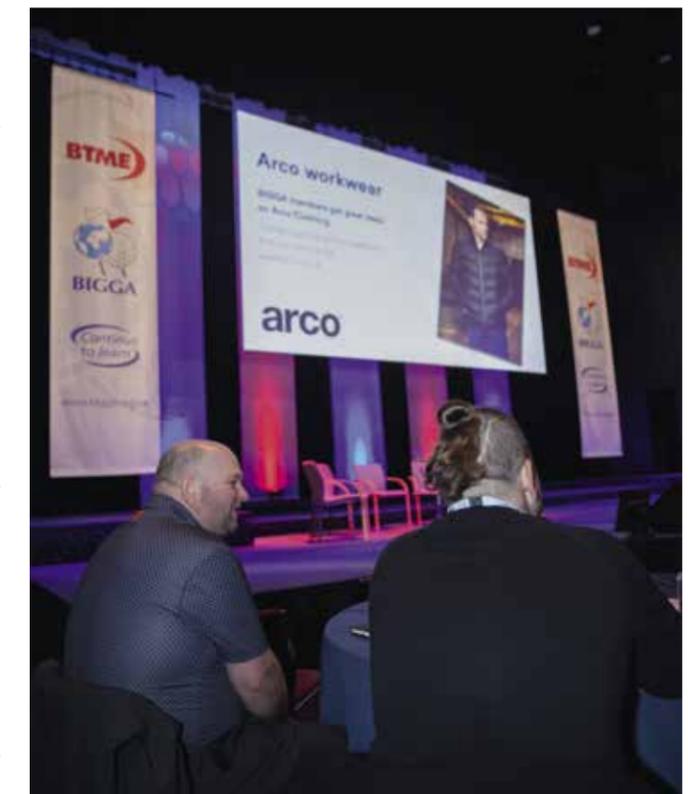
Taking a leap of faith on a short-term contract isn't for the faint hearted. In this session, hear about the trials and tribulations of undertaking a grow in, in a foreign country, in unprecedented times.

Learning Outcomes:

- The grow in and interpreting the architect's vision
- Moving and working overseas
- Effects on the family
- The COVID-19 curveball
- Handling the cultural differences

Presented by:

Presented by Lee Strutt MG CGCS MS





A very muddy situation: Managing problematic earthworms on golf courses without chemicals

Earthworms aerate the soil, decompose organic matter and thatch layers and increase the availability of nutrients for plant uptake through deposition of nutrient-rich fecal matter ("casts") within the soil profile. However, their casts can be the bane of many turfgrass managers' existence!

As one of the most poorly understood group of soil macrofauna, with no natural or synthetic compounds registered for their control, only cultural practices remain to decrease their casts, making the management of earthworms a very real challenge for turfgrass managers.

This session will look at the current research that is being conducted at Pennsylvania State University to find solutions to discouraging earthworm casting in fine turf through cultural practices.

Learning Outcomes:

- Problematic earthworms species, their biology relating to casting severity and seasonal occurrence of different stages
- Development of predictive models to determine environmental conditions and timings conducive to casting
- Irrigation and the impact of moisture management on casting
- The impact of topdressing on casting severity and trial findings
- The impact of different fertilisers on casting
- Fraise mowing impacts on earthworm cocoon abundance
- Unconventional means of removal

Presented by:

Dr Ben McGraw, Associate Professor, Turfgrass Science, Penn State University

R&A Golf Course 2030 - Coastal management for a sustainable long-term future

This session will introduce the Golf Course Coastal Management Plan produced to assist clubs in developing a plan that aligns with other coastal stakeholders and authorities. It will also launch the Golf Course Coastal Solutions Catalogue, presenting innovative and nature-based solutions for coastal management.

In addition to the plan and the catalogue, the Ecosystems Benefits Management Tool will be discussed. A tool that enables course managers to establish what habitat types are present on their site, determine the conservation interests on the site, identify potential issues and solutions for the relevant habitat types.

Learning Outcomes:

- How the golfing community can play its role in coastal management to secure a sustainable long-term future
- The aim of the Coastal Change Management Plan and how it can be developed
- Innovative approaches that exist for nature-based management of golf courses
- Where innovative approaches might work, their advantages and disadvantages, and how the Catalogue and Tool can help with decision-making
- Potential ecosystems benefits that can be realised in the golf course management context
- How golf courses can consider ecosystem benefits in management decisions and how the Ecosystem Benefits Management Tool can be used to support this

Presented by:

Christine Adnitt, Victoria Clipsham and Jaap Flikweert, Royal HaskoningDHV

Measuring sustainability, carbon balances and taking climate action at your golf course

This session will explore the most important measurements of sustainability and how golf courses can prove their enormous value to the environment and their communities. Discussing how to measure improvements and natural value, economic and resource effectiveness, social and community value as well as helping golf to take meaningful action against climate change. Based on data gathered from golf courses around the world to identify actions and steps to measure and improve sustainability.

Learning Outcomes:

- Key measurements of a sustainable golf course and facility
- What other courses and clubs around the world are doing to be more sustainable
- How golf courses produce and offset carbon emissions
- Develop a scorecard to measure your own course's sustainability
- Establish actions to improve your business and sustainability

Presented by:

John Kemp, Engagement Manager, GEO Foundation

R&A Golf Course 2030 - Greenkeeper profile and education

What do other members of the golf club management team and golfers think about greenkeepers and greenkeeping? How can we raise the profile, recognition and respect for the profession? What may need to change in the curriculum to meet the challenges posed by GC2030?



Learning Outcomes:

- Looking ahead - what skills and competences are we going to need?
- How does current education measure up to the challenges?
- How is the Golf Course 2030 context, and therefore the demands on greenkeepers, perceived by fellow golf industry professionals and golfers themselves?
- What can we do?

Presented by:

Dr Paul Miller, Programme Team Leader Golf Course Management, SRUC



WEDNESDAY 26 JANUARY

What got me here, might not get me there...

Managers often head to Continue to Learn at BTME seeking to improve their technical knowledge but, more often than not, come away feeling that it was one of the management skills that they learned that gave them the best return on their time.

This session will discuss developing beyond "Level 3 leadership" skills, breaking the glass ceiling and understanding what the next level of leadership requires. Based on first hand experience, working with course managers, this session promises to be thought provoking and a must for anyone looking to develop their career.

Learning Outcomes:

- Different levels of leadership we have all witnessed in our careers
- Identify those at your club who demonstrate the different levels of leadership
- The steps required to boldly climb the ladder to become the leader you want to be
- Developing your skill set to fulfil your potential

Presented by:

Kevin Fish, Owner, Contemporary Club Leadership



Taking on the business of golf – the Stanedge Golf Club story

After suffering a shoulder injury and retiring from the Ladies European Tour, PGA Professional Fame Tate made the life changing decision to buy Stanedge Golf Club in Derbyshire in 2019, with the aim to transform the course and turn the club into a friendly venue at the heart of her local community.

Investing in a major course upgrade to improve playing conditions, a pandemic, lockdown and staffing challenges was certainly not in the plan. This session will take you on what became a journey into the unknown with everything at stake.

Learning Outcomes:

- Golf course renovation
- Changing perceptions
- Strength and resilience

Presented by:

Fame Tate, Director and Owner, Stanedge Golf Club

Commissioning, building or designing - running a safe project

In our industry, a largely misunderstood set of regulations, known as CDM15 exist. They run alongside other regulations and exist with a very clear purpose. This session will provide a good understanding of exactly what your role is in running a safe project.

Learning Outcomes:

- The role of the client
- The role of the designer or principle designer
- The role of the contractor or principle contractor
- The role of the HSE

Presented by:

John Ross, Safety Consultant and Trainer, Compliant Grounds



Leatherjacket management for the United Kingdom: what works and what is rubbish?

Nematodes? Molasses? Sheeting? Acelepryn? Chemical restrictions in the United Kingdom have left many greenkeepers struggling to manage leatherjackets and seeking alternative management practices. This session will discuss the trials and research being conducted at Penn State University into cultural, biological and chemical control of the leatherjacket species *Tipula paludosa* and *T. oleracea* that are currently plaguing northern Europe.

Learning Outcomes:

- An overview of leatherjacket species and lifecycles as they relate to damage progression and control options
- How changing environmental conditions impact insect abundance and susceptibility to controls
- Cultural management: the impact of moisture management on survival; topdressing and core cultivation and sheeting
- Biological control: various biological control products (bacteria, fungi, entomopathogenic nematodes) available to turfgrass managers in the UK and strategies for improving successful implementation
- Chemical control with Acelepryn: understand the mode of action, timing of the application, post-application care, residual activity and efficacy by species
- How to conduct your own monitoring and research trials

Presented by:

Dr Ben McGraw, Associate Professor, Turfgrass Science, Penn State University



Creating Ingrebourne Links Country Club

This session will tell the story of converting 370 acres of land overlooking Canary Wharf London and the QE2 Bridge in Kent to a links style golf course and country club.

Taking over 10 years to construct and shape significant tonnage of inert fill, the majority of which came from the Crossrail tunnelling project, Ingrebourne Links was a bold vision that turned relative wasteland on the outskirts of Rainham into a 27-hole course, health and fitness venue, 9 hole mini-links par 3 and a 30-bay floodlit driving range.

EIGCA golf course architect and PGA Master Professional Alan Walker, together with Ben Adams, former CM at The London Club and now Ingrebourne Links course manager tell the fascinating story of the construction journey and maintaining the finished course to a high standard.

Learning Outcomes:

- The construction journey
- Maintenance of the course
- Achieving and maintaining high standards

Presented by:

Ben Adams, Course Manager, Ingrebourne Links Country Club and Alan Walker, Golf Course Architect

Pythium patch: a newly discovered disease of Poa annua putting greens

In 2005 a new disease of annual meadowgrass putting greens was first identified in the north-eastern United States. Subsequent outbreaks in the USA led to a formal investigation and identification of the causal agents. Although the disease has not yet been reported outside the USA, susceptible species and climatic conditions exist in Europe that could ultimately lead to the spread of the disease.

This session will introduce the signs and symptoms of the disease as well as management options available for its control.

Learning Outcomes:

- Signs and symptoms of the disease
- Optimum conditions
- Management options for control

Presented by:

Dr John Kaminski, Professor & Associate Department Head of the Department of Plant Science, Penn State University

Less is more when you talk about clip rate

This session will provide an understanding of cutting unit aggression, clip rate and 'actual' height of cut which, when set correctly, can have a dramatic improvement in the definition and trueness of your surfaces.

Learning Outcomes:

- Awareness of simple procedures to improve definition
- Suggestions for extending intervals between sharpening
- Enhanced technician communication skills
- Awareness of different cutting unit specification

Presented by:

Tom Stidder, TCS Turf Equip LTD



R&A Golf Course 2030 - ITM for parkland greens

Introducing the guide and how to produce better parkland greens whilst reducing your environmental footprint. Featuring performance measurement data.

Learning Outcomes:

- Introduction to GC2030
- Learn how to use the resource and support material
- Information to support sustainable management
- Latest research

Presented by:

Paul Woodham, General Manager of Agronomy, STRI Group

Conservation on the golf course

This session will discuss conservation projects that have taken place at John O'Gaunt Golf Club and the wildlife that has been recorded. It will showcase some of the equipment that is used to record the wildlife and will look at the water features and the benefits they can bring for wildlife.

Learning Outcomes:

- Conservation projects and habitat management
- Data recording
- Benefits of water features on the course
- Communication to members and the local community

Presented by:

Stephen Thompson, Greenkeeper, John O'Gaunt Golf Club



R&A Golf Course 2030 - Water management

The R&A Golf Course 2030 Water Security project was commissioned by The R&A to assess and advise on the future of water management for the UK golf sector. The project aimed to offer practical advice for those in the greenkeeping sector. This ranges from short term advice on water reduction and best practice, through to long term water sourcing strategies. This will include large scale water harvesting, use of greywater, treated sewage effluent and sustainable borehole use. This session will summarise the main conclusions of the project, offer a number of potential water strategies for practitioners and present key influential case studies to inspire future change in the industry.

Learning Outcomes:

- Sustainable water management
- Future golf irrigation strategies
- R&A GC2030 Water Security Project Update
- Case studies of sustainable water management
- Tips for water reduction

Presented by:

Dr Tom Young, Environment Systems Manager, STRI Group

Life in the transition zone

With our climate changing markedly over the last 15 years, this session will present a synopsis on the challenges we will face, the agronomic consequences of those challenges and the strategies we need to implement for the future in order to meet those challenges.

Learning Outcomes:

- How the current climate in the UK compares to the transition zone in the US
- Why our climate is changing and the potential for increased heat and rainfall
- Agronomic consequences of climate change for the UK & Irish turfgrass industry
- Strategies to implement to mitigate the effects of climate extremes - what we can change and what our industry needs to change

Presented by:

Mark Hunt



Championship agronomy 2021 - our learnings

The Continue to Learn Conference will conclude with a relaxed and interesting chat show style session discussing The Open, held at Royal St Georges in 2021. Hosted by The R&A Agronomy team and joined by Course Manager Paul Larsen this session promises to give you an inside look at one of the world's greatest golf tournaments. Offering an insight into the challenges presented by COVID-19 and the modern emphasis on sustainable greenkeeping.

The R&A Agronomy team will reveal how they work, the preparation and data collection processes involved with championship preparation, the interactions with the host greenkeeping team and an idea of modern requirements for the delivery of golf's greatest championship.

Presented by:

Alistair Beggs, Head of Agronomy; Richard Windows, Agronomy Manager; Adam Newton, Senior Agronomist, R&A and Paul Larsen, Course Manager, Royal St Georges Golf Club

BIGGA
British and International
Golf Greenkeepers Association

MEMBER RESOURCE

INFORMATION ON COURSE?



BIGGA's Field Guides are the go-to reference guide for use while working on the course.

Identifying flora, fauna, pests and diseases commonly found out on the course, this pocket sized guide is a must have for BIGGA members.

For further information and to download a copy please visit the members area of www.bigga.org.uk

CLASSES

Sunday 23 January

Class name	Duration	Time	Page
Irrigation design and auditing	Two days	Sunday: 9.30am – 5.30pm Monday: 9am – 5pm	22
Renovating your golf course	One day	9.30am – 5.30pm	23
Step-by-step: writing a strategic plan for your golf course	One day	9.30am – 5.30pm	23
Understanding your cutting units	One day	9.30am – 5.30pm	24
Getting things done with less stress	Half day	9.30am – 1pm	24
Managing a multi-generational team	Half day	9.30am – 1pm	25
Water efficiency: making every drop count, save water and save money!	Half day	9.30am – 1pm	25
Drought does not have to mean a brown course!	Half day	2 – 5.30pm	26
Managing conflict	Half day	2 – 5.30pm	26
Recruitment interviewing skills	Half day	2 – 5.30pm	27

Monday 24 January

Class name	Duration	Time	Page
Essential supervisory skills	Two days	Monday: 9am – 5pm Tuesday: 9am – 5pm	27
Understanding the maintenance and management of your irrigation system	One day	9am – 5pm	28
Building a fertiliser plan for beginners	One day	9am – 5pm	28
Mathematics for modern greenkeeping	One day	9am – 5pm	29

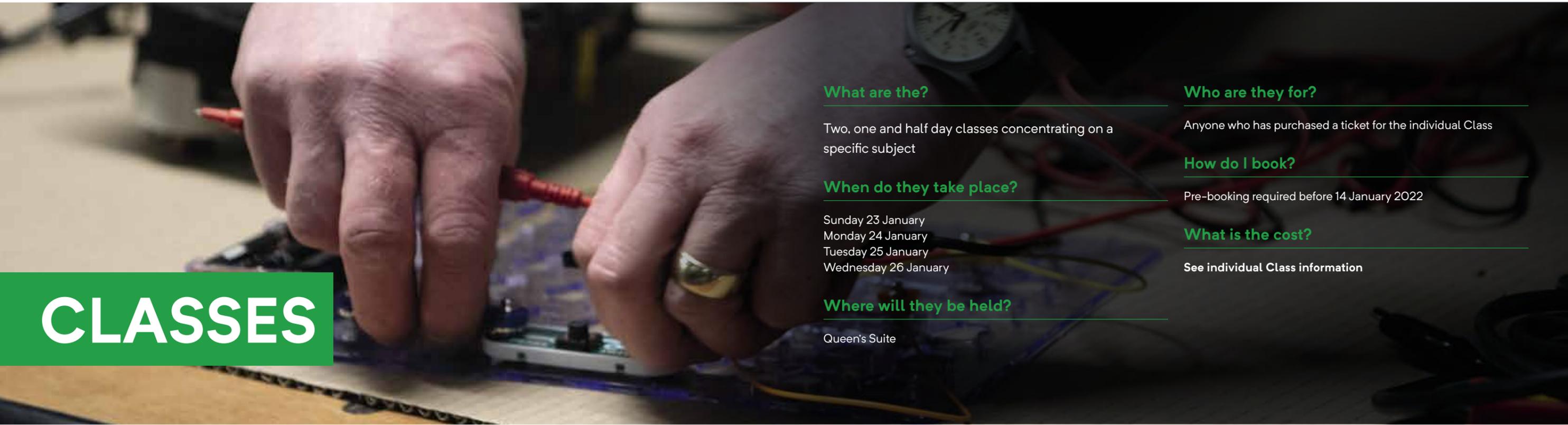
Class name	Duration	Time	Page
Turf machinery maintenance – Electrics	One day	9am – 5pm	29
What's in a soil analysis?	Half day	9am – 12.30pm	30
Understanding trial data – how to read it and how to create your own	Half day	1.30 – 5pm	30

Tuesday 25 January

Class name	Duration	Time	Page
Surveying Trees, Assessing Risks	One day	9am – 5pm	31
Turf machinery maintenance – Hydraulics	One day	9am – 5pm	31
Building a budget	Half day	9.30am – 12.45pm	32
Positive thinking	Half day	9.30am – 12.45pm	32
Identification and selection of amenity grass species and cultivars for golf	Half day	9.30am – 12.45pm	33
Drainage: design and installation	Half day	1.15 – 4.30pm	33
Motivating yourself and others	Half day	1.15 – 4.30pm	34
Utilising data for improved performance	Half day	1.15 – 4.30pm	34

Wednesday 26 January

Class name	Duration	Time	Page
What drives your management practices? The business of golf course maintenance	Half day	9.30am – 11.45am	35
So you want to be promoted?	Half day	9.30am – 12.45pm	35
How to criticise and correct people at work	Half day	9.30am – 12.45pm	36
Introduction to Excel	Half day	9.30am – 12.45pm	36
Lumina Spark personality profile	Half day	1.15 – 4.30pm	36
Stop telling your team – start transforming your team	Half day	1.15 – 4.30pm	37
Understanding Health and Safety	Half day	1.15 – 4.30pm	37
Intermediate Excel – tips and tricks	Half day	1.15 – 4.30pm	37



CLASSES

What are they?

Two, one and half day classes concentrating on a specific subject

When do they take place?

Sunday 23 January
Monday 24 January
Tuesday 25 January
Wednesday 26 January

Where will they be held?

Queen's Suite

Who are they for?

Anyone who has purchased a ticket for the individual Class

How do I book?

Pre-booking required before 14 January 2022

What is the cost?

See individual Class information

SUNDAY 23 & MONDAY 24 JANUARY TWO-DAY CLASS

Irrigation design and auditing

Time: Sunday 23 January 9.30am - 5.30pm
Monday 24 January 9am - 5pm
CPD Value: 12 Credits
Cost: Member £230 + VAT | Non Member £460 + VAT

Was your irrigation system put under pressure in 2021? Does your irrigation system need auditing to improve its efficiency and effectiveness? Is your irrigation system becoming old, inefficient and requiring upgrading?

Irrigation is an important element of golf course management to ensure quality, consistent, playing surfaces. It is required to supplement natural precipitation during periods of dry weather and aid with maintenance practices, such as the washing in of wetting agents etc. On this basis it is imperative that it functions when required, particularly as it is the most expensive single item of maintenance equipment on any golf course. With the ever pressing demands on water resources within our environment, water needs to be used efficiently and this requires an efficient irrigation system.

The aim of this class is to provide an understanding of irrigation system design and auditing to enable informed and accurate decisions to be made when managing, adding to or upgrading your golf course irrigation system.

It will discuss and demonstrate a basic irrigation design helping you to understand the principals of irrigation design. You will prepare your own small irrigation designs in groups.

Learning Outcomes:

- How to establish an efficient irrigation system
- Deciding areas to be irrigated, correct sprinkler selection and spacing for irrigation of key surfaces
- Sprinkler precipitation rate and run time calculations to enable accurate irrigation scheduling and water usage
- Worked example of small irrigation design
- Small irrigation design
- How to audit your irrigation system to improve efficiency and save water

Presented by:

Adrian Mortram, Managing Director, Adrian Mortram Associates Ltd



SUNDAY 23 JANUARY ONE DAY CLASSES

Renovating your golf course

Time: 9.30am - 5.30pm
CPD Value: 6 Credits
Cost: Member £125 + VAT | Non Member £250 + VAT

This one-day class will take a holistic look at the areas to be considered when looking at renovating and restoring your golf course. From tips and techniques on how design can improve your existing course and practice facilities, to getting started and completing the project. Find out how to achieve successful outcomes and explore ways to use your facility to broaden your target market whilst providing enhanced income streams for the club.



Learning Outcomes:

- Use design to improve your existing course
- Why improve practice facilities?
- Setting budgets and expectations
- Selecting an architect or consultant
- Construction methodology, before, during and after
- Future trends in golf course design

Presented by:

Caspar Grauballe, Golf Course Architect, Golf Course Architecture by Caspar and Paul Kimber, Principal, Kimber Glen International Golf Course Architects

Step-by-step: writing a strategic plan for your golf course

Time: 9.30am - 5.30pm
CPD Value: 6 Credits
Cost: Member £125 + VAT | Non Member £250 + VAT

It seems like golf clubs have always managed to survive without having plans - so why have they all started talking about them now?

This class will explore why strategic plans are needed by every club and what that plan needs to say about the golf course. Using industry templates to write a plan for your golf course, while discussing plans with fellow greenkeepers to see real life examples of plans put into action.

Delegates will receive tools and templates to help create a strategic plan for the golf course and identify where more input from experts is required to make it a workable and successful document.

Learning Outcomes:

- What is a strategic plan and why you need one for your course
- The step-by-step process to create a strategic plan for your golf course
- What a golf course 'situational analysis' includes
- How to set the future plan of your course - both the design and maintenance
- What actions you need to deliver your plan including financial planning

Presented by:

John Kemp, Contemporary Club Leadership

Understanding your cutting units

Time: 9.30am - 5.30pm
CPD Value: 6 Credits
Cost: Member £175 + VAT | Non Member £300 + VAT
 Cost includes Lantra Certification and training materials

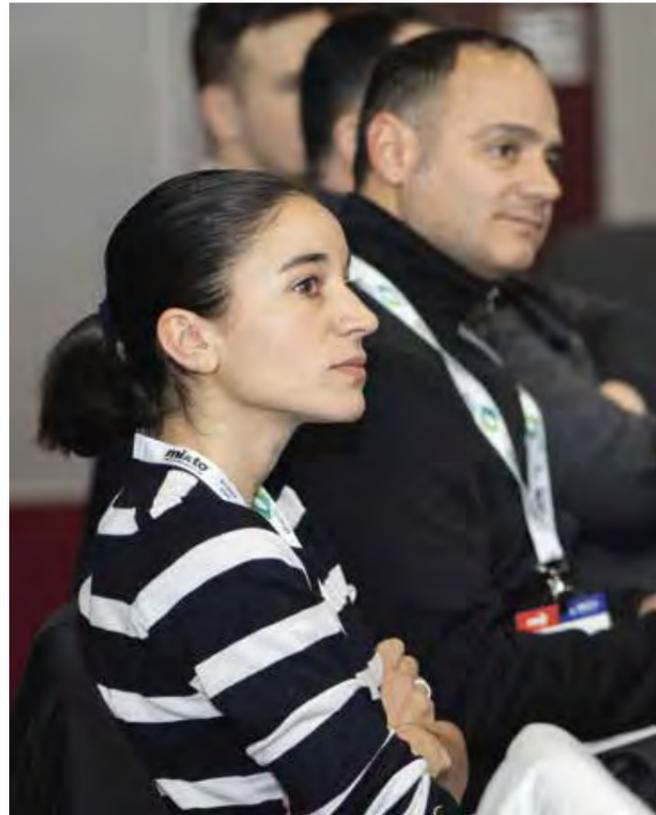
This One day class will cover how a cutting unit works, how to select the right specification of unit for your conditions and how to set up and adjust your cutting units correctly. Looking at after cut appearance issues and how to correct them through machinery set up.

Learning Outcomes:

- How a cutting cylinder works
- Set a unit on cut correctly
- Adjust the height of cut accurately
- Set up a turf groomer correctly
- Understand clip rate and how to change it
- See the difference between bench and actual mowing heights

Presented by

Ian Sumpter MIMechE, Managing Director, Mow-Sure Training Ltd



**SUNDAY 23 JANUARY
 HALF DAY CLASSES**

Getting things done with less stress

Time: 9.30am - 1pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

More to do, with less time to do it? Feeling increasingly stressed and under pressure? This half day class will provide both the practical and the philosophical tools to gain perspective on daily life, to produce the required results without the accompanying stress. Looking at ways that you can clearly define what really matters and what really needs to be done. Highlighting the importance of understanding precisely what has to be achieved and to what standard. Looking at a simple method to tackle both small and large complex projects that can be implemented instantly.

Learning Outcomes:

- Tearing up the to-do list and making a proper plan of action
- Knowing the importance of being able to articulate clearly what exactly needs to be done
- The six step process for successfully tackling any task
- Ways to tackle projects that appear overwhelming
- Gaining perspective on work to achieve peace of mind
- Understanding how the brain works to handle daily tasks

Presented by

Michael Astrop, Principal, Coach the Mind

Managing a multi-generational team

Time: 9.30am - 1pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

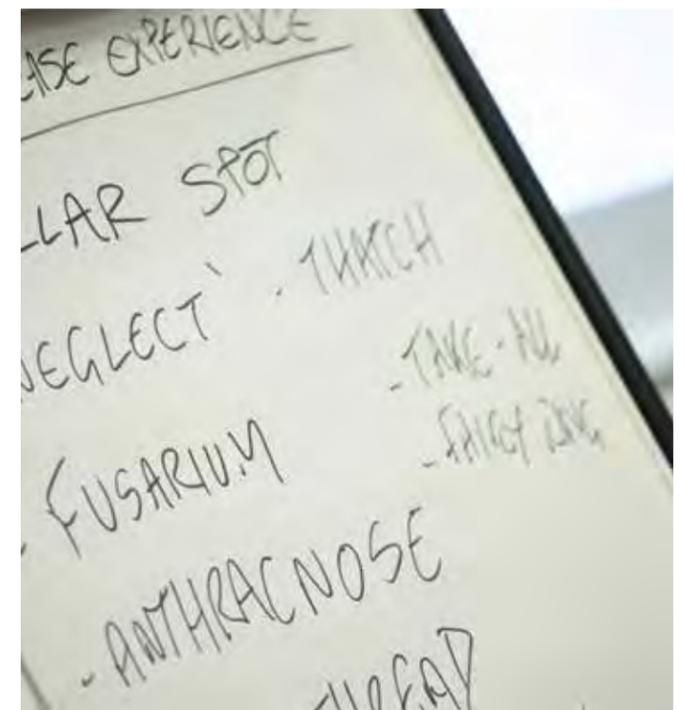
Developing and leading teams to achieve organisational goals and objectives is key for any leader to achieve. This half day class will give you the skills and techniques to achieve your individual and organisational goals with multi-generational teams.

Learning Outcomes:

- Understand what a multi-generational team is
- Feedback - the importance of open dialogue
- Retaining Millennials - Six Managerial Styles
- Coaching
- Develop ways to share and transfer knowledge between colleagues
- Delegation and motivation
- Characteristics of truly cohesive teams

Presented by

Malcolm Hewitt, Facilitator, EQV Training



Water efficiency: making every drop count, save water and save money!

Time: 9.30am - 1pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

By reducing golf clubs' mains/Environment Agency abstraction permit water use and associated wastewater discharged to mains sewers, can significantly reduce golf clubs' water and sewerage charges, chemical and energy costs. Every drop of water used to irrigate golf courses for washing down and for clubhouse use, costs money. Therefore, simple cost-effective water efficiency measures could not only have a big impact on golf clubs' future water security but also club finances. The half day golf water efficiency management planning class offers practical advice on how to develop a cost-effective water efficiency action plan, to help the golf sector make every drop count, save water, save money and help golf clubs' prepare for a water-poor future.

Learning Outcomes:

- Recognise the threats to golf of not undertaking water efficiency measures
- Identify areas on a golf course and in the clubhouse that would benefit from water efficiency measures
- Carry out a light touch golf club water efficiency audit
- How failure to undertake regular water efficiency checks can affect golf clubs' water security, resilience and growth
- Develop a smart golf club water efficiency action plan
- Explain how a smart water efficiency management plan underpins golf clubs' future growth and sustainability

Presented by

Junier Browne MBE, Environmental Consultant, JBEL Environmental Services Ltd

SUNDAY 23 JANUARY (CONTINUED)

Drought does not have to mean a brown course!

Time: 2 - 5.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This half day class offers practical advice on how to identify golf clubs' drought risks and develop fit for purpose, cost-effective options to help clubs plan for a water poor future.

With the unpredictable risks climate change poses and ever tighter environmental requirements, a smart drought management plan can alleviate changes that are likely to affect a golf club's business model, customer experience and future growth. Drought does not have to be a major risk that impacts the golf club's day-to-day operation and customer experience, if it is understood, planned for and well managed.

Learning Outcomes:

- Recognise the threats to golf from current and future droughts
- Identify the early warning hydrological threshold trigger levels for the different stages of a drought i.e. normal, potential drought and drought
- Carry out a light touch golf water resources drought audit
- Understand the difference between a drought order, drought permit, and how they affect golf clubs' water security
- Develop a golf drought water management action plan framework
- Explain how a smart drought management plan underpins golf clubs' future growth and sustainability

Presented by

Junier Browne MBE, Environmental Consultant, JBEL Environmental Services Ltd



Managing conflict

Time: 2 - 5.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

Conflict can be inevitable no matter how well a club is run. Providing people have the skills in place, positive benefits can result from conflict situations.

This half day class will examine how conflict can arise and the various techniques for dealing with it. It will provide an opportunity for delegates to practice new skills enabling positive resolutions to conflict situations.

Learning Outcomes:

- What is conflict and what causes it?
- The physical effects of anger and stress
- The 'Three Releases of Anger'
- The Anger Diffusion Model
- Personal Implementation Plan

Presented by

Malcolm Hewitt, Facilitator, EQV Training

**MONDAY 24 & TUESDAY 25 JANUARY
TWO DAY CLASS**

Essential supervisory skills

Time: Monday 24 January 9am - 5pm
 Tuesday 25 January 9am - 5pm
CPD Value: 12 Credits
Cost: Member £230 + VAT | Non Member £460 + VAT

This two day class will encompass many of the key skills required by a supervisor or manager. Each of the topic areas discussed will provide delegates with a comprehensive knowledge and approach to the important role of the supervisor in the workplace today. Enabling delegates to motivate, manage and take charge of both projects and people.

Learning Outcomes

- The role of the supervisor
- Supervising former colleagues and establishing boundaries
- Setting targets, planning workflow and performance monitoring
- Developing teams and dealing with meetings and team briefings
- Controlling absenteeism, timekeeping and disciplinary procedures
- Leadership, team motivation and problem solving

Presented by

Michael Astrop, Principal, Coach the Mind

Recruitment interviewing skills

Time: 2 - 5.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

To interview someone successfully, you need to be able to open, lead and close an interview in a way that allows you to gather all the information you need in order to make a selection decision. To do this you require good interview techniques.

This half day class looks at creating a pre-determined interview plan, using questioning to lead the discussion in the right direction and how to record the discussions to help in the selection process.

Learning Outcomes

- Plan and create an interview plan
- Use techniques to identify the 'best fit' between candidate and job
- How and when to apply the right questioning techniques
- Organise and conduct face to face and virtual interviews
- Giving the interviewee a reason to participate and help them to be responsive
- Be aware of the law on discrimination and bias when conducting interviews

Presented by

Michael Astrop, Principal, Coach the Mind



MONDAY 24 JANUARY
ONE DAY CLASSES

Understanding the maintenance and management of your irrigation system

Time: 9am - 5pm
CPD Value: 6 Credits
Cost: Member £125 + VAT | Non Member £250 + VAT

Your irrigation system plays a vital part in the agronomic and economic performance of your club. This interactive class will enable you to increase your understanding of how and why we irrigate. It will include practical and management skills to enhance your maintenance regime. Delivered by industry professionals with end user experience, this class will enable you to maximise the performance of your irrigation system.

Learning Outcomes:

- Why we irrigate golf courses as part of our agronomic programmes
- Irrigation components and their function within a golf course system
- Practical skills to perform basic maintenance and daily set up of key components
- How to set and adjust watering programmes for maximum efficiency
- Irrigation management plan development for your site
- The sustainable use of water in the short, medium and long term

Presented by

Stuart Tate, European Golf Specification Manager and Shaun Anderson, Golf Sales Specialist UK, Ireland & Iceland, Rain Bird Europe

Building a fertiliser plan for beginners

Time: 9am - 5pm
CPD Value: 6 Credits
Cost: Member £125 + VAT | Non Member £250 + VAT

This One day class is aimed at assistants, first assistants and deputy head greenkeepers who have never had the responsibility of building a fertiliser programme for their golf course. It is also suitable for newly appointed course managers or those who want a refresher on the topic.

Understand the role of nutrients, different sources of nutrition available, soil tests and calculating nutrient input. This interactive session will give you the chance to put together a fertiliser programme and to discuss the results. A relaxed day where there are no wrong answers!

Learning Outcomes:

- What is in a fertiliser and what the plant does with it
- Which types of nitrogen can give you the plant response you want
- How to calculate total amounts of fertiliser applied for granular, liquids and soluble products
- Look at different types of greens and soils and design an appropriate nutrition programme
- Be confident in what to ask for with fertiliser sales representatives
- Save money in your fertiliser budgets by only applying what is required

Presented by

Kelly-Marie Clack, Agronomy and Technical Manager, Origin Amenity Solutions and Geoff Fenn, Origin UK Operations.

Mathematics for modern greenkeeping

Time: 9am - 5pm
CPD Value: 6 Credits
Cost: Member £125 + VAT | Non Member £250 + VAT

This One day class will provide you with an interactive look at where mathematics comes in to use in greenkeeping. From working out areas, volumes, weights and costs, to ordering, depreciation, VAT and percentages. You will learn how to use numbers in day to day work and how to use them to help justify a decision. A fun and interactive day of learning, discussions, exercises and sharing of experiences.

Learning Outcomes:

- Accurately work out areas, weights and volumes
- Work out real fertiliser cost and nutrient applications
- Understand and calculate asset depreciation
- Confidently work out percentage increases/decreases
- Understand bulk density and specific gravity

Presented by

Les Howkins MG, Course Manager, The Richmond Golf Club

Turf machinery maintenance - Electrics

Time: 9am - 5pm
CPD Value: 6 Credits
Cost: Member £175 + VAT | Non Member £300 + VAT
Cost includes Lantra Certification and training materials

This class is tailor-made for people responsible for operating/maintaining turf care equipment. Gain knowledge on how a turf care machinery electrical system functions. Identify potential faults within a turf care machinery electrical system and how to repair them.

Learning Outcomes:

- Gain knowledge of how an electrical system functions
- Identify components within an electric system
- Gain knowledge of individual components and their function in the system
- Build confidence to correctly troubleshoot, including using info centre/tech controller
- Identify potential defects of an electrical system
- Gain knowledge of how to repair an electrical system

Presented by

Ian Sumpter MIMechE, Managing Director, Mow-Sure Training

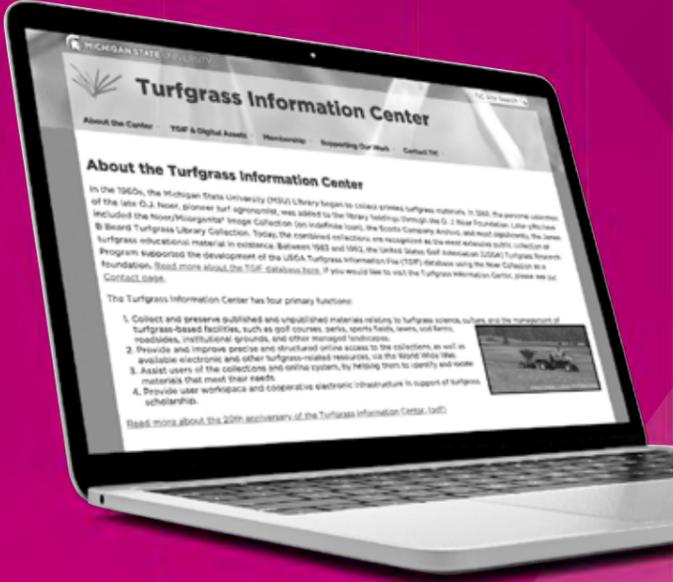


HAVE YOU SEEN THE T.I.C?

MEMBER RESOURCE

If you're looking for in depth knowledge then the Turfgrass Information Center (T.I.C) is what you need.

Housing the most comprehensive publicly available collection of turfgrass research and educational materials in the world and BIGGA members can access it completely free.





BIGGA
British and International
Golf Greenkeepers Association

Log into the BIGGA website and look under the Education & Training section to find out more.



**MONDAY 24 JANUARY
HALF DAY CLASSES**

What's in a soil analysis?

Time: 9am - 12.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

Many golf courses will undertake soil analysis to guide their fertilizer applications, but the interpretation of the results can be confusing. This half day class examines the process of soil sampling and the interpretation of soil analysis results. Actual results will be explained and discussed and the critical information highlighted to provide a guide to getting the most from the process.

The class will also provide advice on how to utilise soil results as part of your annual golf course management, with plenty of opportunity for asking questions and developing your knowledge in this area.

Learning Outcomes:

- Describe how to take soil samples for best outcomes
- Appraise and contrast results from different laboratories
- List the important features of a soil analysis
- Prioritize the most important results of a soil analysis
- Evaluate the critical data on a soil analysis in terms of turf grass performance
- Process soil results into a workable management plan for turf surfaces

Presented by

Dr Andy Owen, International Technical Manager, and Henry Bechelet, Technical Manager, ICL

Understanding trial data - how to read it and how to create your own

Time: 1.30 - 5pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

As a golf course manager, I thought I understood what the trial data that I read really meant but my new role, as technical manager, has given me the opportunity to dig a little deeper and really understand what the graphs are telling me.

Learning Outcomes:

- Learn to understand a graph
- How reliable data really is
- Learn how to lay out your own trials and whether you can trust your own data
- What questions to ask

Presented by

Glenn Kirby, Technical Manager, Syngenta UK



**TUESDAY 25 JANUARY
ONE DAY CLASSES**

Surveying Trees, Assessing Risks

Time: 9am - 5pm
CPD Value: 6 Credits
Cost: Member £168 + VAT | Non Member £293 + VAT
Cost includes IOSH Certification, Assessment and course workbook

This One day class is an IOSH Approved course. It will cover trees and the law, parasitic tree fungi, tree defects and Health and Safety when surveying trees and assessing risks.

A course workbook will be provided and you will undertake an assessment, moderated by the Institution of Occupational Safety and Health. Candidates who successfully complete the workshop will receive an IOSH certificate.

Learning Outcomes:

- The importance of carrying out regular Surveying Trees Assessing Risks assessments
- Trees and the law
- Spotting obvious tree defects
- Zoning usage of a golf course which relates to Surveying Trees Assessing Risks frequency
- Confidently dealing with golf club members' tree issues
- Understanding arboricultural works

Presented by

Ged M. Collins, Arboricultural Consultant, Global Tree Vision



Turf machinery maintenance - Hydraulics

Time: 9am - 5pm
CPD Value: 6 Credits
Cost: Member £175 + VAT | Non Member £300 + VAT
Cost includes Lantra Certification and training materials

This class is tailor-made for people responsible for operating/maintaining turf care equipment. Identify components within a turf care machinery hydraulic system and show how the hydraulic system functions. Identify potential defects on the hydraulic system that require attention and how to repair them.

Learning Outcomes:

- Gain knowledge of how the hydraulic system functions
- Identify components within a hydraulic system
- Gain knowledge of individual components and their function in the system
- Build confidence to correctly trouble shoot a hydraulic system
- Identify potential defects of a hydraulic system
- Gain knowledge of how to repair a hydraulic system

Presented by

Ian Sumpter MIMechE, Managing Director, Mow-Sure Training Ltd

TUESDAY 25 JANUARY
HALF DAY CLASSES

Building a budget

Time: 9.30am - 12.45pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This half day class will introduce delegates to budgeting, how to formulate a budget and costings, creating and monitoring a budget using Excel, how to sell a budget and how to deal with cutbacks.

Learning Outcomes:

- Understand the principles of what goes in to a budget
- Thought processes needed to be successful
- Setting out a budget template
- Communications with the club
- Ensuring ownership of the budget
- Best approach to making savings

Presented by

Les Howkins MG, Course Manager, The Richmond Golf Club

Positive thinking

Time: 9.30am - 12.45pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

In this fun and interactive class you will understand how to have a more positive outlook for yourself and others. As we recover from the negativity of a pandemic, you will learn how to turn any negative into a positive, any moan into a solution, and gain more self-belief for yourself and others. Learn some practical processes you can add into your workplace calendar to create a workplace where a more positive culture creates better efficiencies, more ideas, less sickness, less stress and better staff retention. Make your golf club a great place to work.

Learning Outcomes:

- Learn how your mood is a choice
- How to become solutions focussed
- How to create a positive culture
- Positive thinking and self-talk
- The benefits of positivity
- Practical processes for positivity

Presented by

Victoria Elliott-Potter, Managing Director, EPIC Ltd

Identification and selection of amenity grass species and cultivars for golf

Time: 9.30am - 12.45pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This half day class will provide delegates with practical identification of the main grass species used in amenity turf. Covering plant morphology, growth habit and key identifying features of amenity grasses. Selection of correct species/cultivar for specific sports and amenity uses. What different characteristics do amenity grasses display? Advantages and disadvantages of different species. Why do we select specific species for certain sports? What are the best grasses for use on a golf course?

Learning Outcomes:

- Identify grasses used in amenity surfaces
- Identify key morphological features of grass plant
- Distinguish individual grass plants within mixed turf
- Select correct species for intended use
- Select best cultivar(s) of species for specific use
- Understand the selection of grasses process

Presented by

Mark Ferguson, Research Manager, STRI Group

Drainage: design and installation

Time: 1.15 - 4.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This half day class is designed for greenkeepers and grounds staff who are considering installing drainage, either themselves or by using a contractor. It will introduce delegates to the soil water environment, introduce effective drainage design and calculate the correct spacing to ensure that any systems installed will be effective and a worthwhile investment.

Learning Outcomes:

- The soil water environment
- How a drainage system is designed
- Calculate drainage spacing

Presented by

Steve Prinn, Independent Advisor



TUESDAY 25 JANUARY (CONTINUED)

Motivating yourself and others

Time: 1.15 - 4.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This is a fun and interactive class for those ready to be energised. With many mixed ability teams, and in the aftermath of a challenging period in the greenkeeping industry, you will learn some practical techniques to better motivate yourself, not just daily, but also in the long term. You will also learn strategies for helping your team feel more motivated. Understand what really motivates you and find out how to rev that inner engine up. Understand your own motivational style. If you or your team are having a bit of a motivational slump this is a great workshop to get re-energised and find your purpose.

Learning Outcomes:

- Understand what motivation is and where it comes from
- Understand what motivates you
- Recognise your own motivational style
- Learn how to better motivate your team
- Feel energised and motivated when back in your workplace
- Leave with some practical tools for future motivational inspiration

Presented by

Victoria Elliott-Potter, Managing Director, EPIC Ltd

Utilising data for improved performance

Time: 1.15 - 4.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This half day class will look at and discuss the different data streams available to the modern turf manager, to improve both surface and personal performance.

Learning Outcomes:

- Understanding data
- Utilising data for better performance
- It's easier than you think
- Making decisions based on data and not opinions
- Using facts/data to justify investment
- Making your team happy

Presented by

Steve Chappell, Golf Course Superintendent, Royal Bled Golf Club and Craig Haldane, Golf Courses Manager, Gleneagles



**WEDNESDAY 26 JANUARY
 HALF DAY CLASSES**

What drives your management practices? The business of golf course maintenance

Time: 9.30 - 11.45am
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

As turf managers, we have an instrumental effect on the financial outcome of the business. In this interactive session we will explore our stakeholders, who they are and how we communicate with them effectively. We will challenge the norm and be innovators in our thinking whilst appreciating that the type of business we are in will often dictate our maintenance practices, not the other way around.

Learning Outcomes:

- Appreciate the 'business' of golf course maintenance
- Understanding your stakeholders
- Creative ways to get similar or better results
- Understanding the politics of communication
- Appreciating your role in making the business a success
- The importance of engaging with your members

Presented by

Craig Haldane, Golf Courses Manager, The Gleneagles Hotel



So you want to be promoted?

Time: 9.30am - 12.45pm
CPD Value: 3 Credits
Cost: Member £10 + VAT | Non Member £50 + VAT

This class is for greenkeepers and assistant greenkeepers who aspire to develop their career to take the step up to a supervisory role. It will offer an insight into how to enhance your personal and professional skills to increase your opportunities when seeking your next role.

Learning Outcomes:

- Communicating effectively
- People skills
- Responsibilities of a supervisor/manager
- How to think like a supervisor/manager
- Planning your career development
- Producing a professional CV
- Interview tips and techniques

Presented by

Sam Evans MG, Golf Course Manager, North Hants Golf Club and John McLoughlin, Course Manager, Wallasey Golf Club

WEDNESDAY 26 JANUARY (CONTINUED)

How to criticise and correct people at work

Time: 9.30am - 12.45pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This class is for you if you are concerned about the negative impact of criticising and correcting people at work. Will individuals be resentful? Will they become uncooperative? Will they complain to others? Will their performance and team morale actually get worse? In this class, you will learn how to make a 'feedback contract' with each team member and one for the team as a whole. This class will also help you to encourage the work team to adopt the 'group discipline' approach so that poor performance and difficult people are dealt with speedily using fair measures and agreed processes.

Learning Outcomes:

- Confidently criticise and correct people at work and get positive outcomes
- Be 'firm but fair' to everyone - and be seen to be so - by all team members
- Quickly respond to minor matters so that they do not become major problems
- Promote 'group discipline' so that the team can positively police and protect itself
- Encourage an ethos of team loyalty with individuals being supportive of each other at work
- Show suitability for promotion because of ability to build a loyal hard working team

Presented by

Frank Newberry, Golf Sector Trainer, Frank Newberry Seminars

Introduction to Excel

Time: 9.30am - 12.45pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This half day class will take you on a journey of discovery into the world of spreadsheets and how they can help you be more efficient. Explore Excel and learn how to build professional looking spreadsheets using simple formula to enhance your data.

Learn how to use Excel's charting tools to bring your data to life and enhance your communications to committees and management.

Learning Outcomes:

- Create spreadsheets and write formulae
- Format text and numbers
- Create graphs
- Manipulating data

Presented by

Gail Webster, XLAddict Ltd

Lumina Spark personality profile

Time: 1.15 - 4.30pm
CPD Value: 3 Credits
Cost: Member £165 + VAT | Non Member £230 + VAT (cost includes your Lumina Spark profile)

Do you want to increase your self-awareness, reveal your hidden potential and cope better in stressful situations? This half day class will provide you with a fascinating insight into your own personality and behaviours.

Using the Lumina Spark personality profiling tool will help you to understand how your personality may shift between home life, work life and when under pressure.

N.B. You will be required to complete an online questionnaire, the cost of which is included in the course fee, to receive your 61 page personal profile document. You will not be able to attend this class without committing to completing the online questionnaire before the session

Learning Outcomes:

- Better understand your own personality and behaviours
- Recognise the very different but complementary qualities that your team display and understand your colleagues better as a result
- Explore how your personality may shift between your home life and work life
- Be more aware of the behaviours that jump out from time to time, and how to manage them so that they do not de-rail your career

Presented by

Kevin Fish, Owner, Contemporary Club Leadership



Stop telling your team - start transforming your team

Time: 1.15 - 4.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

Learn how to get the best out of a group of individuals in the workplace. Whether you are a team leader or a team member, this seminar can help you transform a random collection of 'mixed ability' individuals into an extraordinary work team. Discover powerful, proven techniques that will help you to build a great team - from scratch. This seminar for team leaders and team members (who want to make a difference) will equip attendees to deal confidently with conflict and cliques whilst 'bulletproofing' the team so that talented team members stay loyal and secure the team's future.

Learning Outcomes:

- Confidently build the complete high performance team in the workplace
- Master the 'magic of measurement' and discover the part reporting plays in transforming a team - whether its members are apathetic or 'high achievers'
- Learn the secrets of great team leaders and never worry again about getting a good performance from the work team
- Confidently deal with cliques and conflicts in the team - especially under pressure
- Discover how to get the best from each age group - from 'baby boomers' to 'millennials'
- 'Bulletproof' the team so that talented team members want to stay on board

Presented by

Frank Newberry, Golf Sector Trainer, Frank Newberry Seminars



Understanding Health and Safety

Time: 1.15 - 4.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

This half day class has been designed for those who need to understand what Health and Safety is all about and why it is so critical for greenkeepers.

Learning Outcomes:

- Why safety matters
- Why we assess risk
- How to identify a hazard
- What is risk
- Using a risk assessment to your advantage
- When to revise and update a risk assessment

Presented by

John Ross CMIOSH MG, Safety Consultant and Trainer, Compliant Grounds

Intermediate Excel - tips and tricks

Time: 1.15 - 4.30pm
CPD Value: 3 Credits
Cost: Member £65 + VAT | Non Member £130 + VAT

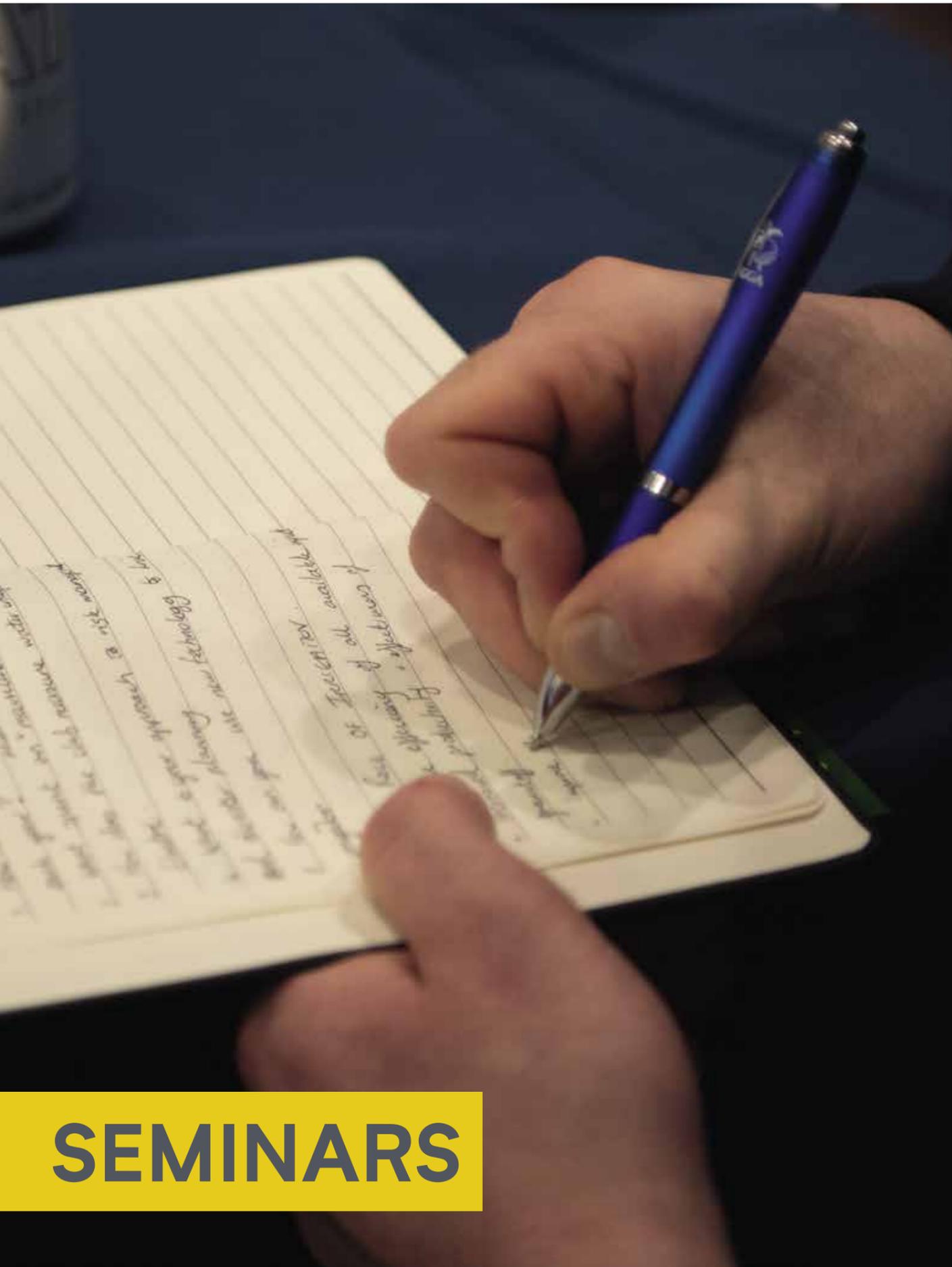
Use the magic of Excel to transform your spreadsheets! Discover tips and tricks while learning about features to use spreadsheets more efficiently and improve the presentation of your data.

Learning Outcomes:

- Create multi-page spreadsheets and write formulae to link sheets
- Sort, filter and summarise data
- Use the Format Painter for consistent formatting
- Use Conditional Formatting to highlight data

Presented by

Gail Webster, XLAddict Ltd



SEMINARS

Tuesday 25 January

Seminar name	Time	Page
Reel science and aftercut technology	10 - 10.45am	40
Preventative overseeding for golf greens	11 - 11.45am	40
Winter penetrants - are they required?	12 - 12.45pm	41
The potential of digital	1 - 1.45pm	41
Understanding Glyphosate	2 - 2.45pm	42
Picking your programme - tailoring soil biology to meet your needs	3 - 3.45pm	42
Effective communication and influencing decision making using management software	4 - 4.45pm	42

Wednesday 26 January

Seminar name	Time	Page
Alternative raw material sources and technologies for slow - release outfield fertilisers	10 - 10.45am	43
Research matters: an overview and update on research projects	11 - 11.45am	43
Modern ryegrasses for golf course management	12 - 12.45pm	44
Soil analysis - what lies beneath?	1 - 1.45pm	44
Can we use silicon to manage abiotic and biotic stress in turfgrass?	2 - 2.45pm	45
Gathering soil data... what can you do with it?	3 - 3.45pm	45
Turf wetting agents and dew dispersants	4 - 4.45pm	45





SEMINARS

What are they?

Free seminars, from a selection of BTME exhibitors, will be taking place in the Blue Zone. Our silent sessions will take advantage of technology to allow you to hear the presentations without leaving the exhibition halls.

When do they take place?

Tuesday 25 January
Wednesday 26 January

Where will they be held?

Seminar stage in the Blue Zone

Who are they for?

All visitors to BTME are welcome to attend

How do I book?

NO PRE-BOOKING REQUIRED — just turn up!
Seating available for approx 120 attendees
Standing room also available
Headphones will be provided

What is the cost?

FREE to attend

TUESDAY 25 JANUARY

Reel science and aftercut technology

10 - 10.45am

This seminar will explore the engineering behind proper cutting unit set-up, presenting qualified research that has identified best practices and explaining the optimal maintenance practices for premium quality of cut.

Learning Outcomes:

- Fully understand reel type cutting unit design
- See the benefits of proper maintenance practices
- Relate design and maintenance to the importance of equipment performance
- Consider the advantages of achieving consistent quality of cut
- Understand the various practices used to maximise cut quality
- How to minimise potential for equipment and quality of cut issues

Presented by

Greg Turner, Global Sales Director, Foley Company



Preventative overseeding for golf greens

11 - 11.45am

The future of disease management is reliant on frequent overseeding using resilient and disease-resistant bentgrass cultivars. With the loss of curative fungicides, it has never been more important to ensure we are managing grasses that are the most resistant to disease, whilst being able to perform under the stresses of modern greens management. This seminar will explore methods and techniques to effectively win the battle against *Poa annua* to achieve the aim of more disease resistant and sustainable greens that offer greater playability.

Learning Outcomes:

- Techniques and timing for effective overseeding of bentgrass
- Bentgrass varietal and species traits
- How maintaining a greater percentage of bentgrass can prevent disease

Presented by

Richard Brown, Amenity Sales Manager, Germinal GB Ltd

Winter penetrants - are they required?

12 - 12.45pm

In recent times there have been lots of discussions regarding winter penetrants, their efficacy/safety and value. This seminar aims to highlight how they work and the outcomes of application.

Learning Outcomes:

- Understanding surfactant chemistries
- Understanding surfactant capabilities
- Surfactant differences
- Surfactant do's and don't's
- Can surfactants be used all year round?
- Can surfactants be tank mixed?

Presented by

Peter Lacey, Account Manager - South West, Wales and N. Ireland and Michael Fance, Account Manager - Europe, Aquatrols

The potential of digital

1 - 1.45pm

With digital tools becoming increasingly popular, this seminar will take a look at what's on the horizon and what technologies are most likely to have a real impact on the way we work.

Learning Outcomes:

- Tools available now
- Tools that are coming soon
- Why the tools are important
- Which ones could make a real impact
- The limiting factors

Presented by

Glenn Kirby, Technical Manager, Syngenta UK



Understanding Glyphosate

2 - 2.45pm

Glyphosate is a commonly used substance for the control of weeds, but how does it work? This seminar will give an overview of glyphosate, from its history and development to how it is made and how it controls plants. It will also look at the health impact of glyphosate.

Learning Outcomes:

- How glyphosate is produced
- How glyphosate controls plants
- An awareness of surfactants and how they can be effective with glyphosate
- The history and development of glyphosate
- Discover what global regulatory and research agencies conclude about the health impact of glyphosate

Presented by

Dr Colin Mumford, Technical Support Manager, Bayer

Picking your programme - tailoring soil biology to meet your needs

3 - 3.45pm

Greenkeepers and golfers alike are starting to recognise the need for a more sustainable approach to managing turf. Incorporating biological products into your management programme can be a good technique but where do you start? There are an increasing number of products to choose from, but how do you understand what the product does and which ones will work for you? This seminar will look at the different types of biological solutions on the market, demystify some of the terminology and investigate some of the myths and misconceptions surrounding these biological products; it will also offer suggestions of ways you can start to include biological solutions into your management programme.



Learning Outcomes:

- Identify differences between biological products
- Recognise biological terminology
- Determine suitable biological solutions

Presented by

Dr Deidre Charleston, Research and Technical Manager, Symbio

Effective communication and influencing decision making using management software

4 - 4.45pm

This seminar will demonstrate the effectiveness of using management software for task planning using digital whiteboards. Understand how this can be done via mobile technology and how it can and has helped during times of social distancing. It will also demonstrate how you can effectively record daily task data, budget, stock and machinery information and present at committee meeting/board level to help you gain what you want by effective reporting to influence decision making.

Learning Outcomes:

- Reporting
- Communication
- Stock control
- Machinery maintenance
- Using data to present
- Management techniques

Presented by

Kevin Scarce, Product Manager, TurfKeeper



WEDNESDAY 26 JANUARY

Alternative raw material sources and technologies for slow-release outfield fertilisers

10 - 10.45am

There is some evidence to suggest that there may be alternative raw material sources and technologies for slow-release outfield fertilisers to compete with polymer coated materials that have been historically used. The aim of the study was to compare a number of alternatives, applied as a single early season application and to measure their longevity with respect to maintaining sward density.

Learning Outcomes:

- Appreciation of new slow-release technologies
- The effects of different nitrogen sources
- How different nitrogen sources affect sward density

Presented by

Geoff Lloyd, Technical Director, Indigrow

Research matters: an overview and update on research projects

11 - 11.45am

An opportunity to get the headlines from four university-based fundamental turf research projects being managed by ICL. There will be a focus on presenting the key results and practical outcomes on the subjects of managing plant parasitic nematodes with seaweed extracts, utilising recycled nutrients, contrasting the plant and soil health benefits of organo-mineral fertilisers and the very latest science on wetting agents and plant water uptake (continued over).



Learning Outcomes:

- Characteristics of good quality research and why it is so important to the turf industry
- How seaweed extracts can be utilised to manage plant parasitic nematodes in turf
- Contrast turf response to organo-mineral fertilisers with mineral and organic versions
- The added value of utilising recycled nutrients within a fertiliser programme
- How wetting agents work to aid water and nutrient uptake in sports turf rootzones

Presented by

Dr Andy Owen, International Technical Manager and Henry Bechelet, Technical Manager, ICL

Modern ryegrasses for golf course management

12 - 12.45pm

Ryegrass breeding continues to develop at an impressive pace, delivering new cultivars with an array of characteristics perfectly adapted for golf courses. This seminar will examine the latest varieties and explain how their traits can be best exploited for sustainable turf management and improved turfgrass performance.

Learning Outcomes:

- Understand how grasses are bred for a particular range of traits
- Discover the latest ryegrasses suitable for golf courses
- How best to renovate a variety of turf surfaces with ryegrass
- How more sustainable grasses can be incorporated into golf courses
- Turf management case studies to best suit your golf course
- New research trials examining more sustainable grass varieties

Presented by

Presented by Dr David Greenshields, Amenity Commercial Manager, Barenbrug



Soil analysis - what lies beneath?

1 - 1.45pm

This seminar will provide a deeper look into soil as a chemical, physical and biological system, with one eye on the future regarding legislation and restrictions.

Learning Outcomes:

- Overview of data from UK amenity soil samples
- Limitations of physical capacity of soils - CEC, texture, carbon
- A better understanding of soil as a chemical/physical/biological system
- What are we managing well - pH, macronutrients (to a degree)
- What is under less control and implications - micronutrients in particular
- One eye on the future and lessons from agriculture regarding legislation and restrictions

Presented by

Jonathan Telfer, Business Manager, Yara UK Analytical Services (Lancrop Laboratories) on behalf of Agrovista Amenity

Can we use silicon to manage abiotic and biotic stress in turfgrass?

2 - 2.45pm

While not considered an essential plant nutrient, increasingly we recognise that silicon plays a key role in many aspects of plant life. In nature, silicon (Si) usually exists as silica (SiO₂) or binds with metals to form silicates. Over 50% of the earth's crust and soil mass is SiO₂, but surprisingly, even soils having a high content of quartz sand (e.g. sand based greens, fairways, tees and pitches) are often low in plant-available Si.

This seminar will examine our current knowledge of the role of silicon in plants and in modifying turfgrass responses to disease and to abiotic stresses such as drought and high salinity. It will examine studies on warm and cool season turfgrasses, to identify the main impacts and discuss how turf managers can use silicon formulations as part of their turf management programme.

Learning Outcomes:

- How silicon affects turfgrass growth and physiology
- How silicon can increase turf tolerance to fungal disease, nematode attack and abiotic stress

Presented by

Richard Salvage, Managing Director and Dr Colin Fleming, Chief Scientific Officer, Maxstim Ltd



Gathering soil data... what can you do with it?

3 - 3.45pm

This seminar will look at ways of gathering data and translating it into actions, via auditable decisions. With so many products on the market and different ways of gathering data, which one is right for you? Taking into account budget, need, timing etc., does a handheld device like POGO, TDR or Delta T suit you or are permanent devices giving 24/7 data more useful?

Learning Outcomes:

- Improve efficiencies on water usage/irrigation
- Improve wetting agent timings and choices
- Optimise timings for inputs, seed/nutrition/fungicide
- Gain evidence to back up open and closed day decisions
- Protect your greens in winter with learning's on root shear
- Only you can put a value on data, how do we do that?

Presented by

Adam Sedgwick, VP International Sales, Soil Scout Ltd

Turf wetting agents and dew dispersants

4 - 4.45pm

This seminar will look at the science behind how turf wetting agents and dew dispersants work, providing pointers to maximise performance.

Learning Outcomes:

- Understand how wetting agents perform
- The six different types of wetting agent categories
- Key performance criteria
- How to get the best from wetting agents
- How dew dispersants function
- The benefits of dew dispersants and how best to apply them

Presented by

Paul Morris, Managing Director, GBR Technology Limited

FUNDING YOUR FUTURE

BIGGA's Learning & Development Fund supports a vast array of educational opportunities for BIGGA members. From subsidies, scholarships and refunds of fees to seminars, workshops and conferences, the funds generated by BIGGA Education Supporters improve education in the greenkeeping industry every single day. We ask BIGGA members to continue to support those companies that are committed to supporting you on your career journey.



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Frank Newberry | Greg Evans MG | Jon Kiger