



# Getting the Resources to do the Job

Sustainable Turfgrass Management in Asia  
2013

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# Golf Course Management

What does it take to present a suitable playing



# What level of Quality is required?

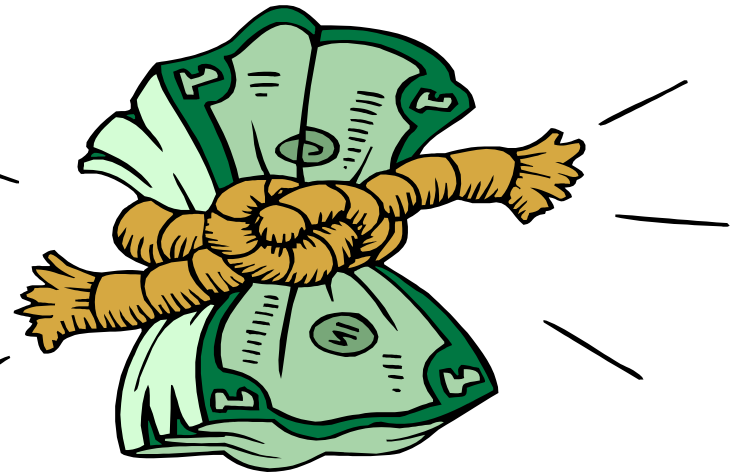
- What do the golfers want?
- What does the owner want?
- Do you have the infrastructure and budget to achieve the required quality of golf

What do you have to do to get the required equipment and budget?



# Cost is objective

- “You are over budget this month”
- “Our budget should be bigger”
- “What is our budget?”
- How much does it cost to manage your course?
- Where do you spend your





- Turf
- Bunkers
- Water
- Machinery
- Landscape
- Event
- Course development
- Environmental
- Occupational Health and Safety
- Hardware
- Human Resources
- Financial



# Vision

- Plan, direction, goals
- Where do you want the course to “go”
- What is your vision for your golf course?
- Is it the same as the Owners?
- Needs to be consensus
- Documented
- Strategic Plan > Business Plan



# Vision

- Summarize in writing what your department has accomplished.
- Lay out your vision for the upcoming year.
- Give attainable bench mark
- Keep to one page or less.



This is your opportunity to get out your story

# Goals and Objectives

- Goals
  - Should be short to the point “To do” statements
- Objectives
  - Multiple “How To” statements

## Goals and Objectives for 2013 Course Maintenance Department

Mission Statement - “Providing the best golfing experience”

**Goal 1: To provide a high quality putting surface throughout the entire year**

### Objectives:

1. ■ Perform core aeration pre and post high season.
2. ■ Continue light frequent topdressings
3. ■ Control weeds.



# Presenting a suitable playing surface is affected by;

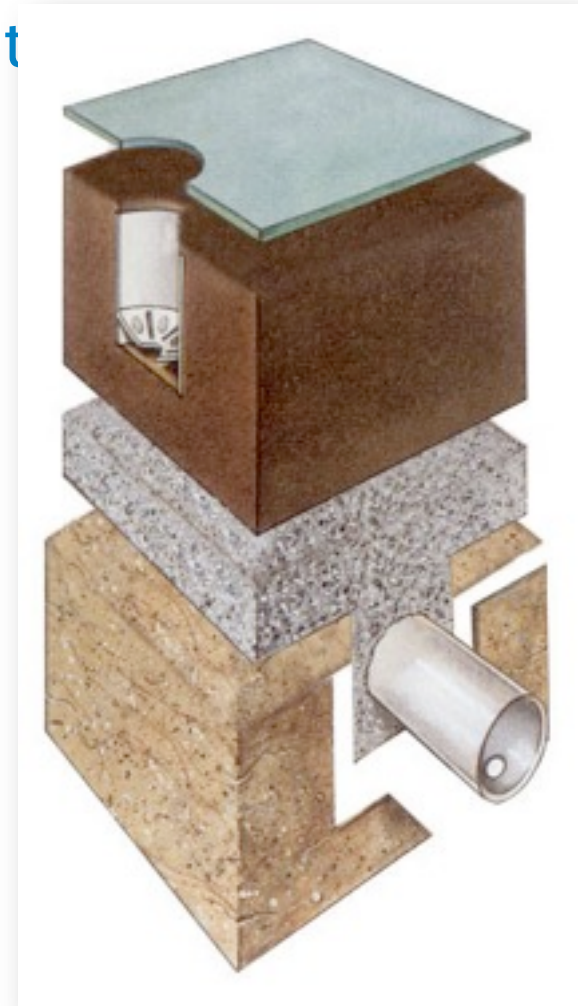
- Profile construction and soils
- Equipment
- Staff
- Grass species/cultivar
- Maintenance program



# Presenting a suitable playing surface is affected by;

Are soils and constructed profile a limit

- Sand selection
- Compaction
- Drainage
- Layering

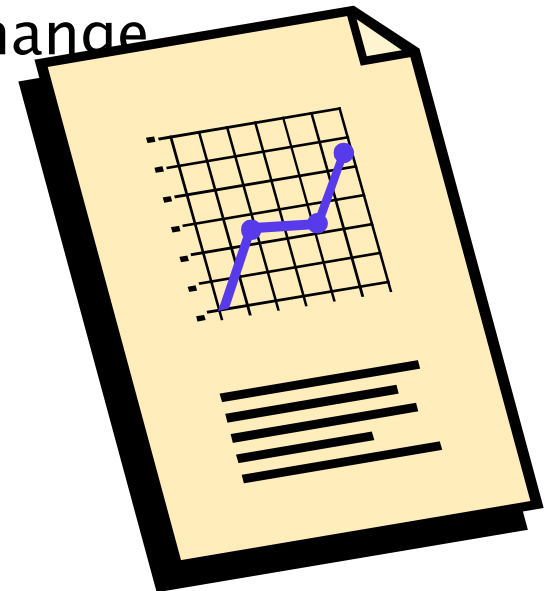


- Is your ability to present a surface that meets the vision or need limited by any of the above factors?
- What resources do you need to achieve the vision?
- What are the site limitations that need to be corrected?



# Putting Forward Your Case

- If the vision is for improvement and you do not have the resources you have to build a case for change.
- Document the current situation.
  - Resources
  - Budget
  - Time spent to undertake tasks
- Document what is required to achieve change
- Provide a budget for the change.
- Implementation strategy.
- Discuss the plan.



## HUMAN RESOURCE MANAGEMENT

### Total Man Hours Available

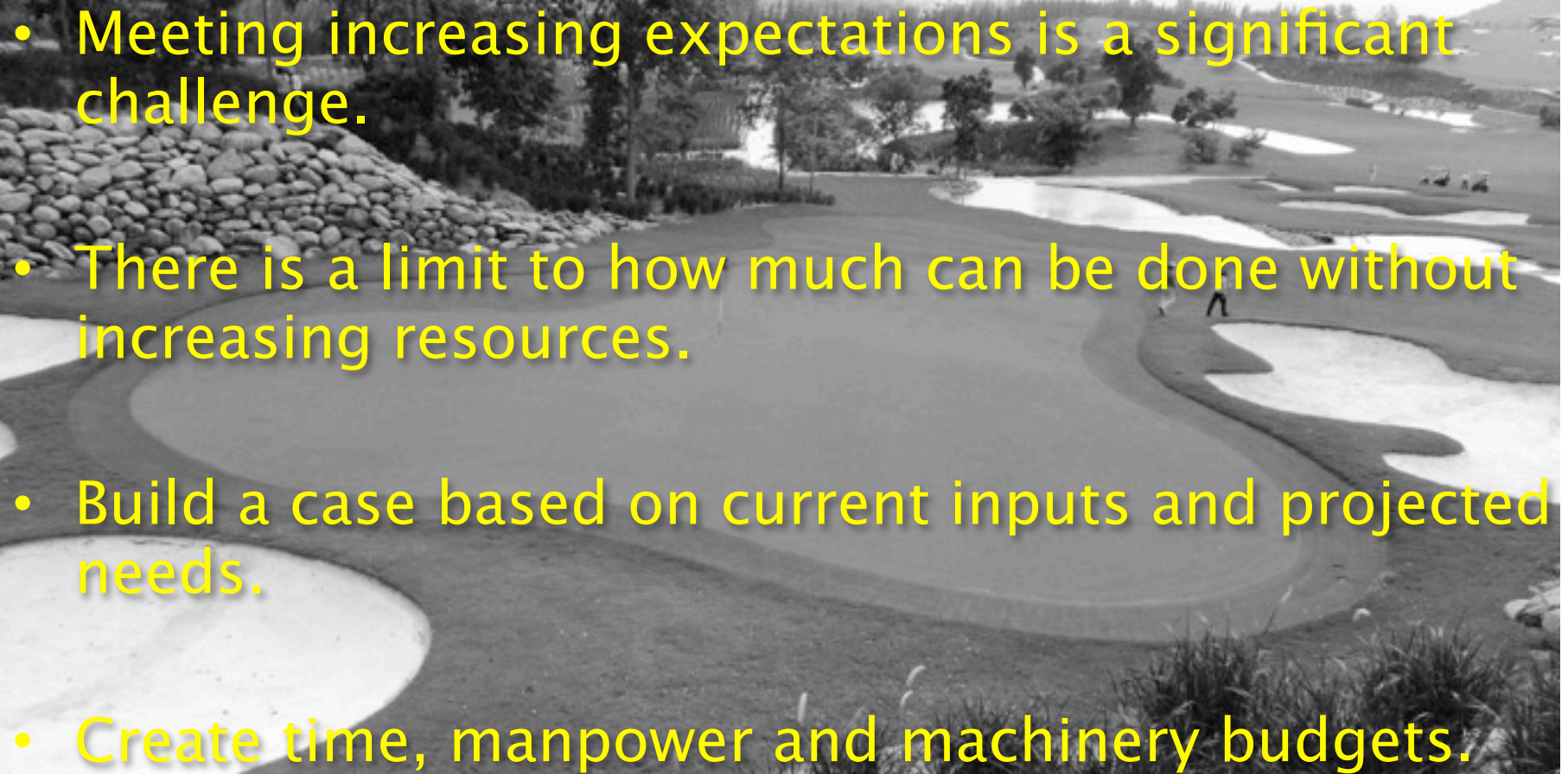
Staff Numbers	Total hours	Annual Leave	Sick leave	Actual hrs	Deficit	per wk
6	11,856	-912	-240	10,704	-8,404	-162

				Mid week Required							
	Job	Area		Time	Number	Man hrs	Frequency	Total man	% by task	% by category	
							per year	hours			
Turf Management	Course Setup		Hole changing, tee markers etc	4	1	4	250	1000	9.34	9.34	
	Cut	Greens	Triplex	3	1	3	200	600	5.61		
			Walk mow	3	3	9	60	540	5.04		
			Dew removal			0		0	0.00		
			Roll			0		0	0.00		
			Dust			0		0	0.00		
			Brush			0		0	0.00		
			Dethatch			0		0	0.00		
			Spray		4	1	4	40	160	1.49	
			Granular				0		0	0.00	
			Watering in				0		0	0.00	12.14
		Collars	Triplex				0		0	0.00	
			Walk mow				0		0	0.00	
			Spray				0		0	0.00	
			Granular				0		0	0.00	
			Blocking				0		0	0.00	
			Watering in				0		0	0.00	0.00
		Tees	Triplex				0		0	0.00	
			Walk mow				0		0	0.00	
			Dust				0		0	0.00	
		Dethatch				0		0	0.00		
		Spray				0		0	0.00		
		Granular				0		0	0.00	0.00	



# Financial Management

- Budgets should be set around course management requirements, which have been based on the Club's Vision.
- If the forecast budget is too high.
  - Revise
  - Review business and strategic plans
  - Vision adjusted
- We need to understand the costs of managing each area our golf course.
  - Implications of savings
  - Opportunities for increases
  - Cost of compliance

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- A black and white photograph of a golf course. In the foreground, there is a stone wall on the left and some tall grasses. The middle ground shows a large green with several sand traps. In the background, there are trees and a mountain range under a cloudy sky. The text is overlaid on the image in yellow.
- Meeting increasing expectations is a significant challenge.
  - There is a limit to how much can be done without increasing resources.
  - Build a case based on current inputs and projected needs.
  - Create time, manpower and machinery budgets.