

Golf Course Management (GCM)



Reporting Lines



Board of Directors

- **3 directors from RGGC**
- **2 directors from LGC**

The directors are appointed at the AGM of the respective club and hold their position in a voluntary capacity

GCM: Mandate

- **Day to day management and administration of the maintenance, husbandry and improvements of the golf course**
- **Financial & management control**
- **Setting of annual green fees**
- **Liaise closely with the L'Ancrese Commons Council**
- **Responsibility to the Clubs for all assets transferred from the States Recreation Committee**

Aims of GCM

"Work together to deliver a first class welcoming golf course in quality condition the whole year round.

A product that the team, the membership and visitors can be proud of "

Objective of GCM

Develop and implement a plan of action for L'ancrese links golf course for now and years to follow



Inclusivity

- **Communication**
- **Support**
- **Effort**
- **Enjoyment**
- **Fulfilment**
- **Development**

Operations Manager: Role

- **Work with all the team to deliver the expectations of the golf course to members and visitors**
- **Report to the GCM board of directors**
- **Oversee a 5-year plan with the Head Greenkeeper**
- **Oversee the daily task training programme and time management of tasks with the Assistant Head Greenkeeper**
- **Oversee the holiday rotas with the Head Greenkeeper avoiding key times of the year (Introduction of Timetastic holiday booking app)**
- **Team development, management and support**
- **Monthly individual team member meeting**
- **Yearly team member reviews**
- **Expectations of the team**
- **Oversee Machinery audits**

Head Greenkeeper: Role

- **Report to the Operations Manager and the Board of Directors**
- **Work with the Operations Manager to develop the golf course and a rolling 5-year plan**
- **Lead the green keeping team on a daily basis, manage and support each team members roles and daily tasks**
- **Ensure all Health and Safety guidelines are adhered to**
- **Oversee all machinery on daily basis and support audit of machinery with Operations manager**

Greenkeepers: Role

- **Report to the Head Greenkeeper**
- **Work with the the GCM board, The Operations Manager and the Head Greenkeeper to fulfil all green keeping duties on a daily, weekly, monthly and yearly basis**
- **Take ownership of duties given along with projects and certain leadership duties to specific tasks**
- **Work collectively to deliver a first class quality golf course held in excellent condition on an all year round basis**
- **Take advantage of CPD opportunities and other transferable skill learning opportunities**
- **Follow Health and Safety guidelines at all times for the support and protection of each individual and along with their other team members**

The Plan: Initial 5-year project

- **Short Term (October 2019 to October 2020)**
- **Mid Term (October 2020 to July 2021)**
- **Long Term (July 2021 to October 2024)**

Short Term

(October 2019 to October 2020)

- ◆ **Possible Staff restructuring following Education and CPD**
- ◆ **Machinery** audit
- ◆ **Irrigation:** system audit. (Pump House and Course)
- ◆ **Contracts:** Complete signings of new contracts and Health and company Health and Safety paperwork
- ◆ **Education:** CPD (Continued Professional Development Programme) and other training opportunities
- ◆ **Bunker rebuilding programme:** 3@ hole no 4, 3 @ hole no 5, 1@ hole no 8, 1 @ hole no 11 (lhs), 1 @ hole no 14, 1 @ hole no 15 and 1 @ hole no 18
- ◆ **Fairway programme:** to improve the quality and sustainability of all fairways by regular deep aeration, hollow core aeration, scarification, overseeding, irrigation and fertiliser applications
- ◆ **Course presentation and condition:** A consistent high level presentation of all areas of the course. (Eg: to have well defined mowing edges, hazards, out of bounds lines, etc, etc,etc)
- ◆ **Course definitions:** good definition between, greens, collars, fairways and semi rough.
- ◆ **CPD:** on-going training programme.
- ◆ **Review daily tasks and leadership of these:** work board, daily weekly and monthly tasks and targets.
- ◆ **Rabbits:** control programme in place.
- ◆ **Hole by hole** templates and prepare for possible changes.
- ◆ **Presentation** to the membership and other stakeholders.
- ◆ **Prepare for Island games 2021**
- ◆ **Tee extensions** to holes, 6 9
- ◆ **Paths and service tracks**
- ◆ **Improve visibility** at holes 6 and 9 (**gorse clearance**)
- ◆ **Communication:** Between the team, to members, to general public

Mid Term

(October 2020 to July 2021)

- ◆ **Bunker programme:** if not already complete and review additional fairway bunkering.
- ◆ **Continued:** high level of course presentation
- ◆ **Review:** daily tasks and leadership of these
- ◆ **Tee box:** alterations
- ◆ **Machinery**
- ◆ **Irrigation**
- ◆ **Review:** water supply
- ◆ **Final preparation for Island games**
- ◆ **Succession planning**

Long Term

(July 2021 to October 2024)

- ◆ **On Going:** Course presentation retain high levels of presentation at all times
- ◆ **Irrigation:** system audit
- ◆ **Prepare:** for machinery upgrade
- ◆ **Prepare:** for irrigation upgrade
- ◆ **Phase 1:** pump house
- ◆ **Phase 2:** zone 1 (holes 1-2-3-17+18)
- ◆ **Phase 3:** zone 2 (holes 4-5-6-7-8+9)
- ◆ **Phase 4:** zone 3 (holes 10-11-12-13-14-15+16)
- ◆ **Phase 5:** means of sourcing more water relative to an improved irrigation s
- ◆ **Golf course recognition (UK)**
- ◆ **Prepare for:** second 5 year plan

Commitment from Everyone

- **Understand the 5-year plan and why it is essential to all stakeholders**
- **Engage with the plan and how as a team this can be delivered on time and on budget**
- **Desire to learn, progress and develop professional and transferable skills within the workplace**

“Island Games 2021”

In the summer of 2021 Guernsey will host the Island Games

L'ancresse links aims to be ready to welcome the many golfers who will be competing and watching the golf events

Our aim shall be to deliver a pristine, challenging and memorable golfing experience of the golf course for all competitors and **most importantly then further continue to deliver these high standards to the clubs membership and visitors to the course**

