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**Newsflash No 1 – February 2023**

**Please circulate to:**

**Club President, Club Chair, and Club Board Members.**

**Club General Manager, Manager, Club Administrator,**

**PGA Professional, Golf Operations Manager, Course Superintendent,**

**Food and Beverage Supervisor**

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| **In this issue we cover**   * **North Island Flood Support – GMA NZ and Restaurant Association messages** * **GMA NZ – Education Programme 2023**   **BMI Club Management Course February 13-17, 2023 – registrations close 31 Jan 2023**  **BMI General Manager/COO Course 27 – 31, March 2023 – registrations are now open.**  **BMI Leadership Principles**  **1-5 May 2023 –** [**registrations are now open**](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_II_Flyer_May_1-5_2023.docx)**.**  [**BMI Joe Perdue Certification Review Course**](https://www.golfmanagers.co.nz/assets/_site_/downloads/NZ_CCM_Review_Course_Schedule_-_2021_-_updated_August_14_2021.docx)  – **Apr 12-14 and May 22-24, 2023**  **BMI Club Management –** **19-23 June 2023**  **BMI Food and Beverage Management –** **24-28 July 2023**   * **GMA NZ/PGA Conference August 27-29, 2023, Lower Hutt – “Partnering beyond the green”**   **Preliminary Programme, Registration information, Speaker topics**   * **Special request for assistance from Richard White GM of badly flood-damaged Whangamata Golf Club** * **End of Year Review – Is your business on the right track?** * **GMANZ Resource Centre**   **Governance 101 – Online training module**  **GMA NZ 2022 - Results of Wages and Salary Review.**  **Golf Balls Leaving Property Resources**   * **GMA NZ Branch news** * **Branch forum programme** * **GMA NZ Golf Club Executive Recruitment Service**   **Vacancy – Golf Operations & Retail Manager – Howick Golf Club**  **Thank you - Sponsors** |

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| |  | | --- | | **A picture containing drawing, game  Description automatically generated**  Good morning, Team,  Like so many of you, our course got absolutely hammered in the Great Flood of 2023.  After the last couple of years, it really is the icing on the poo cake, but hey, we are a resilient bunch.  A bit like you, I have spent the last 10 hours helping my green’s crew begin the big cleanup. From washed-out bunkers to destroyed paths to drains that have simply given up, there is no end to what needs to be fixed now.  One thing we pride ourselves on as **GMA NZ** members is the comradery and support of others who are in the same boat as us.  Right now, is the time to reach out to other **GMA NZ** members.  That’s what we are here for.  Don’t play the “they’ve got enough going on themselves” card.  Shared stories and support go a long way to getting through these times.  If there is anything the team here at GMA can do for you at this time, please reach out.  Hang in there, and we look forward to catching up with all of you very soon.  All the best,  Richard Nauck  President,  **GMA NZ**    **Course damage - Titirangi Golf Club** |  |  | | --- | | **Advice for our North Island Clubs from our friends at the Restaurant Association**  **Auckland State of Emergency**  **Waitomo Sate of Emergency**  We are reaching out in response to the major weather impacts over the past 24 hours and the state of emergency that has been put in place for the Auckland region. Firstly, we hope that you, your staff and your club members are OK. There has been significant impact and damage including course closures, slips, flooding and major event cancellations. We know many of you have had your club businesses affected by weather damage and some of your staff have been unable to get into work due to the floods and disruptions. We will keep you posted about any further developments we receive which will include Auckland Council information and the Mayoral Relief Fund.  Please stay in touch if you need help or support. If you or your club is affected and you have club or employment-related queries, we have a number of resources available to assist including the emergency response information guide which you can access below. **Useful information** **Download the Emergency response advice guide** [**here.**](https://restaurantnz.us3.list-manage.com/track/click?u=59777c4ac7fa60d54e404de56&id=b36dbbcb16&e=e0afe0b819)  A state of local emergency has been declared in the Auckland region due to flooding - North / Central / South / West Auckland + Great Barrier Island.  You can keep up to date with developing information on by clicking on the following links:   * Civil Defence website [**here**](https://restaurantnz.us3.list-manage.com/track/click?u=59777c4ac7fa60d54e404de56&id=5ad0f2e71d&e=e0afe0b819) * Auckland Emergency Management [**here**](https://restaurantnz.us3.list-manage.com/track/click?u=59777c4ac7fa60d54e404de56&id=d2ed97f4e6&e=e0afe0b819), * [**Civil Defence Facebook page here**](https://restaurantnz.us3.list-manage.com/track/click?u=59777c4ac7fa60d54e404de56&id=35dffa8244&e=e0afe0b819). | |

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| **Club Management Association of America | LinkedIn**  The **Golf Managers Association of New Zealand’s** stated goal is to improve the standard of club management here in NZ through continuing education and by offering the **Club Management Association of America’s** internationally recognized BMI Educational Programme, which leads to **Certified Club Management (CCM)** status, to its members**.**  **2023 BMI Educational Programme**   * **BMI Club Management**–  Feb 13-17, 2023. * [Click here to register.](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Club_Management_Flyer_-_February_13-17_2023.docx) * [Click here to view the course curriculum and timetable](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Club_Management_Course_Curriculum_timetable_1.docx) * **BMI General Manager/ Chief Operating Officer** – Mar 27-31, 2023. * [Click here to register](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_III_Registration_form_Mar_27-31_2024.docx) * [Click here to view the course curriculum, timetable and case study](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_III_GM_COO_-_course_curriculum_and_timetable.docx) * **BMI Leadership Principles** – next course 24-28 Apr 2023. * [Click here to register](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Leadership_Flyer_April_24-28_2023.docx) * [Click here to view the course curriculum timetable and case study](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_II_schedule_April_24_-28_2024.docx) * [**BMI Joe Perdue Certification Review Course** **and BMI examination**](https://www.golfmanagers.co.nz/assets/_site_/downloads/NZ_CCM_Review_Course_Schedule_-_2021_-_updated_August_14_2021.docx) – April 12-14, 2023, and May 22-24, 2023 * **BMI Club Management –** 19-23 June 2023 * [Click here to register](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Club_Management_Flyer_-_June_19-23_2023.docx) * [Click here to view course curriculum and timetable](http://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Club_Management_Course_Curriculum_timetable_3.docx) * **BMI Food and Beverage Management –** 24-28 July 2023 * [Click here to register](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Food_and_Beverage_July_10-14_2023.docx) * [Click here to view the course curriculum timetable and case study](https://www.golfmanagers.co.nz/assets/_site_/downloads/Food_and_Beverage_Management_-_July_10-14_2023_-_Curriculum_timetable_and_case_study_2.docx)   Managers who participate in the BMI Career Development Programme receive a host of benefits including:   * Making contact with industry experts. * Networking with fellow managers who manage the most innovative and prestigious clubs across the country. * Discussing new ideas that can be implemented in your own club. * Receiving instruction from the nation's finest club management educators * Visiting and touring other club operations; and * Growing not only as individuals, but as an integral part of our national club network.   We look forward to your receiving your registrations and ask that you make contact if you require further information - [eo@gmanz.co.nz](https://d.docs.live.net/a72c106d8ba7d744/DJT/GMANZ/GMANZ%20Newscasts/Newscasts%202022/eo@gmanz.co.nz)    “The professional and club-industry focused BMI programme was a no-brainer to get involved with.  The competencies covered are club specific with everyday relevance to our club/working environment.”  Hugo Littlejohn General Manager Maungakiekie Golf Club |

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| A picture containing graphical user interface  Description automatically generated  **Dates: August 27, 28, 29 2023**  **Venue: Lower Hutt Events Centre, Lower Hutt**    **The Lower Hutt Event Centre**  **Programme**   |  |  |  | | --- | --- | --- | | **Day 1 - Sunday 27 August 2023** | | | | From 10.30 am | Golf Day | Boulcott’s Farm Heritage Golf Club | | 12,00 pm | Golf – Shotgun start | Boulcott’s Farm Heritage Golf Club | | 5.00 pm | Golf Prizegiving | Boulcott’s Farm Heritage Golf Club | | 5.30pm | Trade Show Opens | Trade Exhibition Hall Lower Hutt Event Centre | | 6.00pm -8.00pm | Meet and greet | Trade Show Opens |  |  |  |  | | --- | --- | --- | | **Day 2 - Monday 28 August** | | | | 8.00 am – 5.00 pm | Registration opens | Reception desk Lower Hutt Event Centre | | 8.00 am – 6.00 pm | Trade Show Opens | Trade Exhibition Hall Lower Hutt Event Centre | | 8.30 am – 10.30 am | Plenary Sessions | Hall 1 Lower Hutt Event Centre | | 10.30 am – 11.00 am | Morning tea | Trade Exhibition Hall Lower Hutt Event Centre | | 11.00 am – 12.30 pm | Plenary Sessions | Hall 1 Lower Hutt Event Centre | | 12.30 pm – 1.30 pm | Lunch | Trade Exhibition Hall Lower Hutt Event Centre | | 1.30 pm – 3.30 pm | Plenary Sessions | Hall 1 Lower Hutt Event Centre | | 3.30 pm – 4.00 pm | Afternoon tea | Trade Exhibition Hall Lower Hutt Event Centre | | 4.00 pm – 5.00 pm | Plenary Session | Hall 1 Lower Hutt Event Centre | | 5.00 pm – 6.00 pm | Hospitality Hour | Trade Exhibition Hall Lower Hutt Event Centre | | 7.00 pm | Conference Dinner | Hall 1 Lower Hutt Event Centre | | 9.00 pm | GMANZ /PGA Awards | Hall 1 Lower Hutt Event Centre | | 9.30 pm | Guest speaker | Hall 1 Lower Hutt Event Centre | | 11.00 pm | Close |  |  |  |  |  | | --- | --- | --- | | **Day 3 - Tuesday 29 August** | | | | 8.00 am – 12.00 pm | Registration opens | Reception desk Lower Hutt Event Centre | | 8.00 am – 4.00 pm | Trade Show Opens | Trade Exhibition Hall Lower Hutt Event Centre | | 8.30 am – 10.30 am | Plenary Sessions | Hall 1 Lower Hutt Event Centre | | 10.30 am – 11.00 am | Morning tea | Trade Exhibition Hall Lower Hutt Event Centre | | 11.00 am – 12.00 pm | Plenary Session | Hall 1 Lower Hutt Event Centre | | 12.00 pm – 1.00 pm | Lunch | Trade Exhibition Hall Lower Hutt Event Centre | | 1.00 pm – 3.00 pm | Plenary Sessions | Hall 1 Lower Hutt Event Centre | | 3.00 pm – 3.30 pm | Afternoon tea | Trade Exhibition Hall Lower Hutt Event Centre | | 3.30 pm – 4.15 pm | Keynote speaker | Hall 1 Lower Hutt Event Centre | | 4.15 pm – 4.30 pm | Conference closing | Lower Hutt Event Centre | |
| **REGISTRATION FEES**   |  |  | | --- | --- | | **Client** | **GMA NZ/PGA** | | **Event** | **Conference** | | Dates | 27-29 August 2023 | | Participants | 230 | | Exhibitors | 40 | | Registration fees | Excl GST | | Delegates - members - Early bird | $400.00 | | Delegates - members - Standard | $450.00 | | Delegates - non-members - Early bird | $450.00 | | Delegates - non-members - Standard | $500.00 | | Golf Day | $80.00 | | Extra dinner guest | $150.00 | | Extra golf guest | $80.00 | |  |  | | **Partners/Sponsors Fees** |  | | Platinum Partner -incl equipment display, 2 nights’ accommodation and dinner for 2 persons | $10,000.00 | | Gold Partner - incl equipment display 2 nights’ accommodation, dinners for 2 persons | $7,500.00 | | Silver Partner incl equipment display, dinner for 2 persons | $5,000.00 | | Trade exhibitors fees incl equipment display, dinner for 2 persons | $4,000.00 | | Trade exhibitors fees, incl table display, dinner for 2 persons | $1,000.00 | | To register you can click [**here**](https://www.golfmanagers.co.nz/conferences/gma-pga-2023/registration.html) |  |  PRELIMINARY SPEAKER PROGRAMMEA PRELIMINARY LIST OF TOPICS TO BE COVERED BY OUR EXPERTS INCLUDES:  1. **Participation** - product development, inclusion, females, juniors, and equal opportunity 2. **Technology** - systems, business intelligence, coaching, education and innovation 3. **Customer centricity** - experience, loyalty, service, and engagement 4. **Communication** - strategy, communication, implementation, and success 5. **Governance** – strategy, financial planning, benchmarking, diversity,   Watch this space as we confirm our speakers. |

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| **A plea for help from Richard White GM Whangamata Golf Club**  As most of you will you know, it’s been quite a year for **Whangamata Golf Club’s** flood prone course, including losing bridges as well as the dozens of lost golfing days. We sympathise in turn with the many other clubs who’ve done it hard during the rain, rain, rain.  One of our initiatives to raise funds for our bridge infrastructure and much needed drainage enhancements is a tournament on 17th February, followed by an auction. We‘ve had lots of high quality goods donated for the auction, along with some great sporting memorabilia, but we’re a bit light on experiential prizes so putting the call out to any of our fellow clubs willing to donate golf packages.  We’d be most appreciative if you can help out. Of course, we’ll welcome the chance to reciprocate at some stage.  To action, please contact Richard White - [manager@whangagolf.co.nz](https://d.docs.live.net/a72c106d8ba7d744/DJT/GMANZ/GMANZ%20Newscasts/Newscasts%202023/Feb%202023/manager@whangagolf.co.nz) |

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| **End of Year Review: Is Your Business on the Right Track?**  End of Year Review: Is Your Business on the Right Track?  The very beginning of a new year can be a blur, no matter what line of business you’re in. For most golf clubs, it’s the busiest time of the year, where demand can challenge the resources and capacity of the business and staff and members turn their attention to holidays and the new year. Either way, this is a good point to take stock of your club’s business and make some plans for the 12 months ahead. With acknowledgement to our friends at Lightspeed we’ll give you some ideas to help you do just that.  We’ll cover [7 key business areas to focus on](https://www.lightspeedhq.com/blog/end-of-year-review/?utm_medium=email&utm_source=marketo&utm_campaign=blog_2023#section2).  Let’s take a look at what club managers like you have to say about end-of-year reviews, and how they go about them.  Why should club managers stop and reflect? Life has been hectic lately. These days, it can be easy to get distracted and forget to slow down. The end of the year signals that it really is time to pause and check in.  With the golf landscape changing so rapidly, reflection is more important than ever. Inflation, the post-pandemic shakeup and ever-evolving member expectations all create a challenging environment in 2023. The insights you get from a good year-end review could mean the difference between succeeding and not.  Talk about your accomplishments and what transpired at your end-of-year review. Go over what worked and didn’t work. It enables you to determine your strengths and limitations. It makes you aware of your inadequacies and motivates you to do better next year.  Business is no longer solely about driving profits, improving sales graphs, or capturing more market share. Today, managers have to work on solutions related to crisis management, ensuring business stability, long-term growth or even survival.  With so much on everyone’s plate, reflection and planning are even more valuable than before. Plans that worked in previous times of inflation might not have the same impact now, so take the time to get the facts and build your strategy from there.  Key business areas to focus on  1. Your employees    Clubs must review employee retention by setting appropriate metrics. Retention rate per manager, new employee satisfaction rate and voluntary turnover rate are essential metrics. This data will provide valuable inputs on areas that need work,  Staff interviews are a great way to dig deeper into how[**employees**](https://www.lightspeedhq.com/blog/employee-performance-metrics/) view their roles. Reviewing the feedback gathered from these interviews gives leaders tangible information on the performance of existing retention and management practices.  Different sections within a club will have unique dynamics. When you’re reviewing the data you’ve collected, remember to compare your metrics to see if any are standing out, good or bad. That way, when it comes time to allocate resources to any improvements you might need to make, you can budget thoughtfully.  Send your 2022 Financial Accounts to [eo@gmanz.co.nz](https://d.docs.live.net/a72c106d8ba7d744/DJT/GMANZ/GMANZ%20Newscasts/Newscasts%202023/Feb%202023/eo@gmanz.co.nz) and we will provide a free benchmark assessment against other clubs as well as carry out a peer review against clubs of similar size turnover and membership.  2. Your members’ satisfaction    Reflect on your members’ satisfaction by involving your members in the process. Surveys or questionnaires can be shared to understand ratings amidst competition. Members are the most honest and brutal judges. It can be a valuable piece of information to act upon.  If you’re not already collecting member feedback through surveys, implement a system for the new year. Make sure filling out the survey has a reward attached to entice more responses.  Like employee team dynamics, various factors will influence member satisfaction by section. Look at your feedback as a whole for any cross-operation trends, but then break it down to pinpoint any localized areas of weakness.  3. Your member journey  Journey (band) - Wikipedia  All end-of-year reviews should begin with the evaluation of the members’ journey. It is intertwined with member satisfaction. When you understand your member journey, you can understand important metrics like member retention.  [Return members](https://www.lightspeedhq.com/blog/customer-loyalty-programs/) spend, on average, more than twice the amount of first timers, and are five times less expensive than new member acquisitions.  Looking beyond service and examining every part of the members’ journey from first impression, to interaction, to presentation, support, check-out and follow-up, is critical to a business’s long-term success.  If you haven’t updated your members database, take some time to review it now. As the dust settles on pandemic-era adaptations and innovations, some members will be taking new buying journeys.  4. Your marketing performance    As you know, you can’t reach your potential members without [the right marketing](https://www.lightspeedhq.com/blog/top-retail-marketing-tips/). But how do you know what’s working and what’s not? Don’t forget to check which content drove the best engagement or resulted in the most conversions on your website. Review these metrics to help you create effective content.  And explore your email database. **Do your record your green fees guests email addresses?** .They are potential members.  Your percentage of social media likes, or followers hardly ever corresponds with your membership growth. Instead, take account of the increase in your email list subscribers as a better indicator of your reach.   1. Your financial position   Image result for financial position  End-of-year is a good time to take stock of your business’s financial performance too.  2022 was a rollercoaster that [started out strong](https://retail-insider.com/retail-insider/2022/05/ups-and-downs-in-canadian-retail-sales-into-spring-2022-strapagiel) for many clubs before [softening as the year went on](https://www150.statcan.gc.ca/n1/daily-quotidien/221122/dq221122a-eng.htm). Still, with 2020 and 2021 being unusual in the wider scope of history, it was the first year of true recovery and growth for some clubs. Compare your performance to the last year, as well as the last five years and your competitors.  Look at golf industry averages and economic indicators to gain more perspective There are going to be aspects of any financial review that you don’t like, but they’re not all in your control. Perspective helps.  Understand your expenses.  Carefully examine all the expenses you incurred over the last year. If the costs exceeded expectations, you know it’s time to slash it from next year’s expenses. In light of fuel costs impacting shipping fees, it may also be time to revisit your supplier relationships. Could you save some expenses by switching suppliers?  Forecast your cash flow.  But it’s not all about cost-cutting. You need to plan for potential growth too. Take stock of potential growth opportunities based on this year’s performance.  You can then examine your sales and cash flow over several months to determine the optimal time to implement those plans. If you intend to borrow money to expand your business, check your business’s credit history to determine whether you’re ready to pursue funding, or whether you should focus on building credit over the next year.”  6. Your technology    Are your current tools serving you well? Can these solutions support your growth? Are your apps tightly integrated?  Take some time to go over every element of your technology. Consider conducting interviews with your pro shop, bar/cafe and admin employees to get their view on things. As they’re interacting with your tech every day, they’ll have insights you might not.  Ultimately, you’ll want to have your point of sale, inventory management software, business analytics, payment processing, e-commerce, member loyalty and accounting all speaking to each other as seamlessly as possible. That could mean switching to a new e-commerce platform for more efficient operations.  How your POS system can help  Your POS system powers your front counter. But they can do more than that—a POS system can be more like a comprehensive retail management platform. E-Commerce platforms gather data that help you answer your end-of-year review questions. That data helps you track your goals throughout the year, as well.  Inventory, eCommerce, analytics, payments, loyalty and more from one system  Once you have that data in hand, you can use the same retail management platform to act on it. Is a membership category or pro shop product line selling slowly? Need to increase your member retention rate? Choose a POS with loyalty capabilities. Want to cut down on the time it takes to process bar/café or Pro Shop orders? Switch to integrated payments and eCommerce.  7. The competitive landscape    How did your other clubs close by do in 2022? Did their membership numbers expand? Have they expanded their digital functionalities? Did any need to do layoffs?  Make sure you answer these questions for the industry as a whole. If you stand out from trends seen in your competitors, good or bad, analyse where and why. This information will enrich your end of year review and enable you to make more targeted growth decisions in the coming year.  What to do after your end-of-year reflection - share your review  When your end-of-year review is complete, you should share it with your staff and your board. This helps them understand your progress.  You need to get your projections and a new strategic plan in place immediately and be able to kick off the new year with that strategy. Know your target KPIs, other metrics and make sure your plan is designed around those goals.  Create an action plan.  The next step is to come up with strategies for the next year. Sit with all your team and discuss your strategies with them. This will also help employees understand what areas to improve.  Set sub-goals and timelines.  Start with large goals, whether it’s revenue, membership growth or some other metric that you decide. Then break that goal down into specific sub-goals with timelines. That way, large goals are more digestible, and you’ll chip away at them little by little.  Set your sub-goals by your business as a whole, then by section. That way, you’re not overlooking anything on the macro or micro level.  Have a successful year in business. |

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| **A picture containing drawing, game  Description automatically generated**  **Governance 101 online training**  Sport New Zealand announces that the new introduction to governance course is live on the SportTutor learning platform.  Click on the link to view.  [New Governance 101 online training - now live | Sport New Zealand - Ihi Aotearoa (sportnz.org.nz)](https://sportnz.org.nz/resources/new-governance-101-online-training-now-live/)  **Golf Club - Wage and Salary Survey**  Click [here](https://www.golfmanagers.co.nz/assets/_site_/downloads/Club_wages_and_salary_survey_-_Aug_2022_-_Final.pdf) to view the results the Golf Club Salary and Wages Survey as at 1 Sept. 2022.  Base salary and wage figures quoted. Figures quoted expressed as $000’s.  ----------------------------------------------------------------------  **Golf Balls Leaving Property Resources**  Please see links below:  <https://www.golf.co.nz/resource-detail/golf-balls-leaving-property-nuisance-and-negligence>  <https://www.golf.co.nz/resource-detail/negligence-nuisance-case-studies>  <https://www.golf.co.nz/resource-detail/noise-complaints> |

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| **GMA NZ Branch News**  **GMA NZ Northern Branch**  Next forum  Date: February 7, 2023.  Venue; Royal Auckland and Grange Golf Club, 57 Grange Road Papatoetoe  Programme  9.30 am    Meet and Greet – morning tea. Tea/Coffee scones/muffins  10.00 am Welcome and Introductions  10.15 am Speaker – Ed Chapman – Director of Golf Operations Royal Auckland and Grange Golf Club - ***Skills over structure – protecting the future of your club through governance.***  11.00 am Second speaker – Emily Davidson Participation and Inclusion Manager Golf New Zealand  - ***Our Disability Action Plan.***  Noon    Lunch – user pays.  1.00 pm   Putting competition. Fun format. Prizes for best score(s). Longest putt. Closest to the pin etc  2.30 pm    Close  **GMA NZ Central Branch**  Plans are underway to hold the cancelled November meeting in February 2023 at the Paraparaumu Beach Golf Club with General Manager, Leo Barber and Royal Wellington Golf Club Superintendent, John Spraggs presenting. Amy Sidford will be providing an update in the New Year. |

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| **A picture containing drawing, game  Description automatically generated**  Executive Recruitment Service  The Golf Managers Association of New Zealand (GMA NZ) is now offering an Executive Recruitment Service to its members at attractive rates .GMA NZ will connect your Club with skilled professionals who are looking for permanent opportunities and streamline the process to ensure that your recruitment needs are met.  Finding the right person for a role is more than just a skills match. Combining many years of club management knowledge and a high-calibre level of member service driven to deliver on your hiring objective, your Club will benefit from GMA NZ personalised talent identification solutions.  The industry specific, end-to-end service, conducted in partnership with selected club board personnel includes:   * Composing Job Descriptions for management positions across the entire golf club sector * Creating an appointment process timeline * Managing the vacancy advertising campaign * Interviewing candidates * Selecting and managing short lists * Arranging final interviews * Providing benchmarked salary packages * Negotiating and finalising salary packages * Preparing employment agreements * Attractive rates for GMA NZ members   Recent appointments:  Kelly Brenton – GM Te Puke Golf Club  Clinton Butler – GM Rotorua Golf Club  For a confidential golf club executive recruitment proposal contact:  Des Topp  Executive Officer  Golf Managers Association of New Zealand  W: [www.golfmanagers.co.nz](https://d.docs.live.net/a72c106d8ba7d744/DJT/GMANZ/GMANZ%20Newscasts/Newscasts%202022/Apr%202022/www.golfmanagers.co.nz)  E: [eo@gmanz.co.nz](mailto:eo@gmanz.co.nz)  T: 021 392 007  *Testimonial:*  *On behalf of the selection committee, I would like to sincerely thank you for your assistance in the recruitment process.  It has been very successful, and we will not hesitate to use GMANZ again for our recruitment.*  *I also look forward to a strong continued relationship with you and GMA NZ in regard to staff development and education.*  *Craig McCulloch*  *Chairman*  *Te Puke Golf Club*  *December 2, 2022* |

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| **GMA NZ News** |

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| **Job board**   |  |  |  | | --- | --- | --- | |  |  |  |   **Golf Services staff**  **Logo  Description automatically generated**  **Howick Golf Club – Golf Services and Retail Manager**  Click [here](https://www.golfmanagers.co.nz/about/employment.html) to view advertisement.  **-----------------------------------------------------------------------------------------------------------------**  **Course staff**    **Carrington Golf Course – Greenkeeper**  Click[**here**](https://www.seek.co.nz/job/59258711) to view advertisement      **Te Puke Golf Club – Greenkeeping Labourer**  Click[**here**](http://www.golfmanagers.co.nz/assets/_site_/downloads/Greenkeeping_Labourer_1.docx) to view advertisement |

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