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**Newsflash No 2 – January 2024**

**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**  **New Year’s message**  **GMA NZ Summit June 9, 10, 11, 2024 Remuera Golf Club and Velocity Range**  **Auckland – advance notice. Pre-Register now**!  **GMA NZ – BMI Education Programme - Next BMI Courses – 2024** – **Pre-Register now**!  **GMA NZ Bench marking reporting service for clubs.**  **GMA NZ Monthly webinars programme**  **GMA NZ Salary and Wages Survey** **results**  **GMA NZ Executive Recruitment service**  **GMA NZ Job Board**  **NZGIC News – Golf Matters Conference** **Te Pae Exhibition Centre Christchurch postponed until 2025.**   * **GMA NZ Member News**   **Thank you - Sponsors** |

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| Image result for happy new year 2024 images  **Happy New Year to members of the Golf Managers Association of New Zealand!**  As we welcome 2024, let us take a moment to reflect on the past year and appreciate the challenges we have overcome.  Let us continue to work together to achieve our goals and objectives and [that members continue to find inspiration and fulfilment in their roles as golf club managers and administrators](https://www.golfmanagers.co.nz/).  Wishing you all a happy and healthy 2024! |

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| **GMA NZ Summit 2024 – Auckland**  Image result for  collage Aucklad city  You are cordially invited to attend the **2024 GMA NZ Summit,** a golf club leadership conference that will provide you with the opportunity to learn from and network with the leading experts in the industry.  **Date:** June 9-11, 2024  **Venue:** Remuera Golf Club and Velocity Range  The conference will feature world-class speakers, interactive sessions, and social events. You will also have the chance to meet other golf club managers, industry leaders, suppliers, and tourism representatives, and to celebrate the **2023 Club Manager of the Year award** at the **2024 GMA NZ Summit Dinner.**  The **2024 GMA NZ Summit** aims to enhance your skills, knowledge, and performance in the golf industry and beyond.  Please **pre-register** now by advising Des Topp at eo@gmanz.co.nz.  Exhibitor partnership opportunities can be discussed with Des Topp at eo@gmanz.co.nz.  We look forward to seeing you at the **2024 GMA NZ Golf Summit!** |

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| **2023/2024 BMI Educational Programme**  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**.**  **Courses – 2024**  **BMI Leadership Principles** – **March 4-8, 2024.**  **Action points**   * Click[**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_II_schedule_2024_-_Template.docx)to view course curriculum and case study. * Click [**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_II_Leadership_Principles_March_4-_8_2024_registration_form.docx) to register.   **BMI Club Management –** **May 6-10, 2024**.  **Action points**   * Click **here** to[view](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Club_Management_Course_Curriculum_timetable_as_at_15062023_1.docx)course curriculum and timetable. * Click[**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_Club_Management_May_6-10_2024.docx) to register.   **BMI Food and Beverage Management –** **mid/late 2024**   * Click [**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/Food_and_Beverage_Management_-_July_24-28_2023_-_15062023.docx)to view course curriculum timetable and case study. Actual dates to be confirmed.   **BMI Club Management** **– late 2024**   * Click[**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/BMI_I_2024_template.docx)to view course curriculum. Actual dates to be confirmed.   **BMI Review Course and CCM Exam**   * Next course May/June 2024. Actual dates to be confirmed.   Managers who participate in the BMI Career Development Programme receive a host of benefits:   * Making contact with industry experts. * Networking with fellow managers who manage the most innovative and prestigious clubs across the country and around the world. * Discussing new ideas that can be implemented in their own clubs. * 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 the club’s management team. |
| |  | | --- | | **benchmarking tool for clubs** The Golf Managers Association of New Zealand (GMA NZ) provides its members with a free bench marking tool. **THE POWER OF INFORMATION** The club bench marking tool gives access to credible "apples-for-apples data, key performance indicators and reports for a club. Whether you are working on strategic planning, budgeting, or analysing your clubs’ strengths, weaknesses, and opportunities as part of your regular routine, bench marking gives you the facts you need, when you need them, so you can lead your club with confidence. **BENCH MARKING SHEDS LIGHT ON ISSUES THAT CAN MAKE OR BREAK A CLUB** Bench marking enables clubs to assess their financial and operational performances. You can benchmark your club against other clubs in New Zealand according to key metrics, such as revenue, subscription revenue, fee structures, operational costs and more. Comparisons can be made more focused by using industry filters, such as club type, club size, patronage, and location.  Clubs can access reports in Excel to share the comparisons with their Boards and staff. Armed with this data, clubs can improve their profitability, discover ways to reduce costs, and grow their business.  If you want to participate in the annual survey, please send a copy of your 2023 financial report to <eo@gmanz.co.nz>.  Action - click [**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/Club_Benchmarking_-_New_format_12122023.xlsx) to view a Club Benchmarking sample report. |  |  | | --- | | **Leadership**  Recent McKinsey & Company research reveals six mindsets and strategies that set these managers apart.  Here’s what McKinsey found:  1. Innovation Culture for Growth Leaders that demonstrate investing in R&D and digital capabilities, significantly contribute to a higher Total Stakeholder Return (TSR).  2. Sustainable and Inclusive Growth Leaders that focus on sustainability and Environmental, Social, and Governance metrics significantly contribute to higher Total Stakeholder Return (TSR).  3. Growth Through Partnerships Leaders who develop strategic partnerships significantly contribute to expanding business operations.  4. Talent Development Leaders who prioritize talent acquisition and upskilling significantly contribute to driving business growth.  5. Performance Management Leaders who focus on rigorous performance management, significantly contribute to driving growth and value creation.  6. Enterprise-Wide Resilience Leaders who maintain strategic growth plans even in challenging times exemplify the importance of resilience for sustained success.  According to McKinsey, embracing these six mindsets enables leaders to navigate and excel in challenging and dynamic business landscapes.  Where do you sit? |  |  | | --- | | **GMA NZ Monthly Webinars**  **November 23 webinar**  ***Putting the governance puzzle together – Tom Wallace CCM, CCE, ECM***  ***Click*** [*here*](https://gmanz-my.sharepoint.com/:b:/g/personal/eo_gmanz_co_nz/ESqZ1bqzSf9KiWPMLnq84ugBJ1ARIBE5bzMofoq26LjnZw?e=qWlYSh) ***to view the Power Point presentation.***  **December 23 webinar**  ***Roadmap to CMAA’s Certification process - Dr Jason Koenigsfeld Ph.D., CHE***  ***Click*** [***here***](https://www.golfmanagers.co.nz/assets/_site_/downloads/2023_Certification_Presentation-compressed.pdf) ***to view the Power Point presentation.***  ***Click*** [***here***](https://us06web.zoom.us/rec/share/D959Py02bkknxOrOpVm9GYaYaBfdLk4ByO_aQ_BRkvrP3kZt90kTC1hUJDYaVwZg.pVOMaYzV_e2Nk3zh) ***to access the link to an explanatory video.***  ***Next webinar 10.00am Tuesday 13 February 2024 – Topic to be advised.*** | |
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| **A picture containing drawing, game  Description automatically generated**  **Executive Recruitment Service**  The Golf Managers Association of New Zealand (GMA NZ) offers 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:  David Herbert CCM – General Manager North Shore Golf Club  Jamie Palmer – General Manager Waitemata 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:  North Shore Golf Club  *“For those of us in voluntary roles in Golf Clubs the responsibility for finding key staff is important and time consuming and we know that a certain type of person is required to fit in and get things done. Des’ experience in helping us find a good fit was invaluable and the spadework he did in behind the scenes made the task straightforward and painless. I would have no hesitation in recommending Des and GMA NZ recruitment services.”*  *Keith Sumner*  *Chair*  *North Shore Golf Club* |
| |  |  | | --- | --- | | **Job board**  **Management Positions**    **Huapai Golf Club - General Manager**  Click [**here**](https://www.golfmanagers.co.nz/assets/_site_/Adverts/Huapai_GC_Advert_-_GM.docx)to view advertisement.  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Golf Operations positions**    **Royal Auckland and Grange Golf Club - Director of Golf**  **Click**[**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/Candidate_Position_Profile_-_Director_of_Golf_-_Royal_Aukland_and_Grange_Golf_Club_-_Final.pdf)**to view advertisement.**  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**   |  | | --- | | **Remuera Golf Club – Golf Shop Assistant**  **Click** [**here**](https://www.seek.co.nz/job/71257176) **to view advertisement.** |   **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **F&B positions**    **Huapai Golf Club**  **F&B Manager**  **Click**[**here**](https://www.golfmanagers.co.nz/assets/_site_/downloads/RAGGC_DoG_advert_2.pdf)**to view advertisement.** | | A picture containing drawing, game  Description automatically generated  **Golf Managers Association of New Zealand**  **2023 Annual Salary and Wages survey.**  Click [**here**](https://gmanz-my.sharepoint.com/:w:/g/personal/eo_gmanz_co_nz/EXmm_YC5G95ElGNLPBf-t64Bzrqc8GHbtnmPjmOWtmYA3A?e=hj8iDM)to view 2023 Annual Salary and Wages survey. | | **NZ Golf Industry Council News**  The planned 2024 Golf Matters Conference planned for August 2024 at the Te Pae the Christchurch Convention Centre has been postponed to 2025. | | **GMA NZ Member News**  **Welcome to new members:**  Mike West – appointed GM – Golf Kinloch Golf |  |  | | --- | | **Golf Managers Association of New Zealand**  **Board Members 2023/2024**  Northern Branch representative  MATT OWEN - BOARD MEMBER - NORTHERN BRANCH REPRESENTATIVEMatt Owen - GM Pupuke GC  [gm@pupukegolf.co.nz](mailto:gm@pupukegolf.co.nz)  Bay of Plenty Branch representative  MICHAEL WILLIAMS- BOARD MEMBER - WAIKATO BAY OF PLENTY BRANCH REPRESENTATIVEMichael Williams - GM Mt Maunganui GC  [michael@mountgolf.co.nz](mailto:michael@mountgolf.co.nz)  Waikato Branch representative    Scott Meiklejohn GM Tieke GC -  [gm@tiekegolf.co.nz](mailto:gm@tiekegolf.co.nz)  Central Branch representative  AMY SIDFORD - BOARD MEMBER - CENTRAL BRANCH REPRESENTATIVE  Amy Sidford - GM Boulcott’s Heritage Farm GC  [admin@boulcottsfarmhgc.co.nz](mailto:admin@boulcottsfarmhgc.co.nz)  Northern South Island Branch representative  MIKE HADLEY - BOARD MEMBER - SOUTH ISLAND NORTHERN BRANCH REPRESENTATIVEMike Hadley - GM Christchurch GC  ce@christchurchgolf.co.nz  Southern South Island Branch representative  SHELLEY DUNCAN PGA - BOARD MEMBER - SOUTH ISLAND SOUTHERN BRANCH REPRESENTATIVEShelley Duncan PGA – GM Otago GC  [shelley@otagogolfclub.co.nz](mailto:shelley@otagogolfclub.co.nz)  Independent representative  RICHARD NAUCK B COMM PGA - BOARD CHAIR - INDEPENDENT REPRESENTATIVERichard Nauck PGA CCM  [nauck@mac.com](mailto:richard@titirangigolf.co.nz)  Independent representative  MATT GUZIK INDEPENDENT BOARD MEMBER GM TARA ITI GOLF CLUBMatt Guzik CCM CCE - GM Tara Iti  matt@taraiti.com |     A close-up of a golf cart  Description automatically generated   |  | | --- | | **Text  Description automatically generated with low confidence Principal Sponsor** | | Logo  Description automatically generatedPlatinum Sponsor | | **Educational Supporters**  Text  Description automatically generatedA close up of a sign  Description generated with very high confidence A picture containing graphical user interface  Description automatically generated | | |

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