



Managing for the Long Game

A Practical Guide for Sustainable Golf Club Leadership

Speaker: **Jose P. Dagdagan**

GM Anvaya Cove Golf and Sports Club Inc.

Tradition without evolution is just nostalgia.
Are we living with purpose – or living in the
past?

Are we content to sit in our comfort zones,
preserving what's familiar — or are we bold
enough to evolve, lead with purpose, and
create something lasting?

Sustainability Vision

- To be one of the best-managed golf clubs
 - Sustainability with purpose
 - Excellence in service and facilities
 - Member-focused, future-ready leadership

The Four Pillars of Sustainable Golf Club Leadership

1. Environmental Stewardship
2. Playing Quality Stewardship
3. Financial Stewardship
4. Corporate Social Responsibility Stewardship



Anvaya Cove Golf and Sports Club
A TEST CASE



PILLAR 1: ENVIRONMENTAL SUSTAINABILITY HIGHLIGHTS

Environmental Stewardship

- Smart, sustainable course maintenance
- Efficient irrigation and water conservation
- Habitat protection and biodiversity
- Energy and resource efficiency

Sustainability Highlights



ZOYSIA GRASS

Sustainability Highlights



ECOLOGICAL PESTICIDE APPLICATION

Sustainability Highlights

ECOLOGICAL PESTICIDE APPLICATION



Sustainability Highlights

**SHIFT TO BATTERY-
OPERATED
SMALL EQUIPMENT**



Sustainability Highlights



COMPOSTING

Sustainability Highlights

IMPOUNDING LAKE CONSTRUCTION



Sustainability Highlights

IRRIGATION CONTROL SYSTEM



Sustainability Highlights



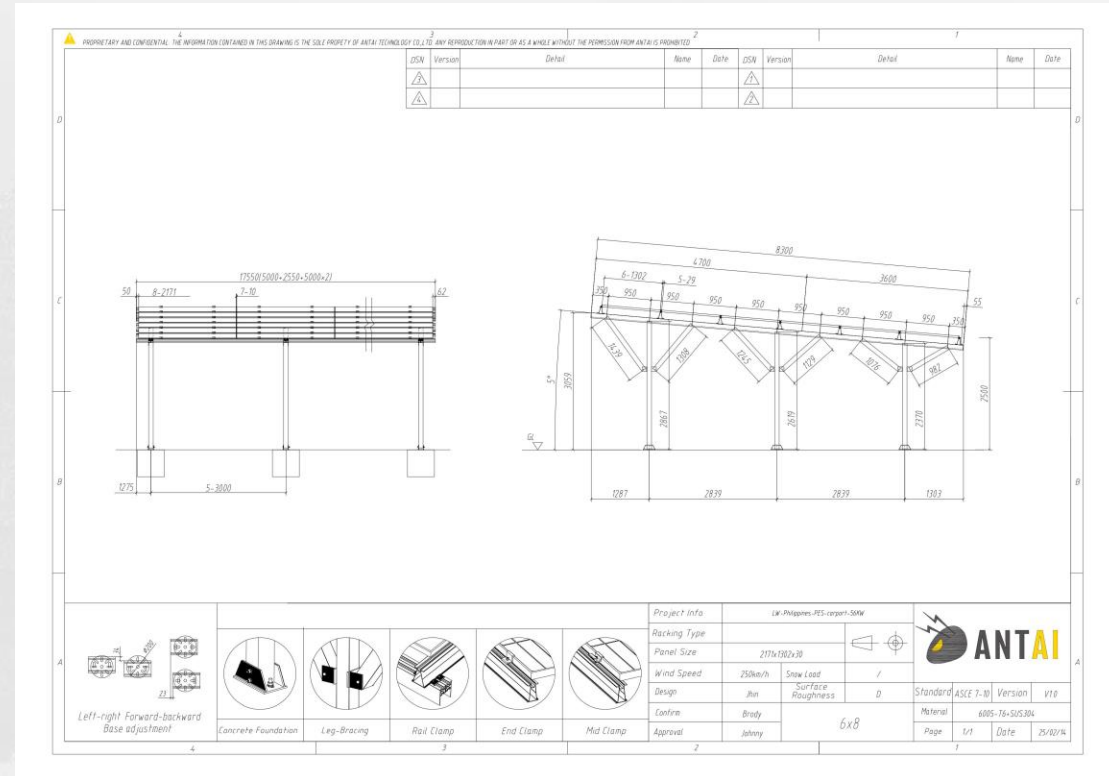
TREE PLANTING

Sustainability Highlights



Sustainability Highlights

ANVAYA 2025
Morong, Philippines | January 2025
55.20 KW Solar Power



RENEWABLE ENERGY

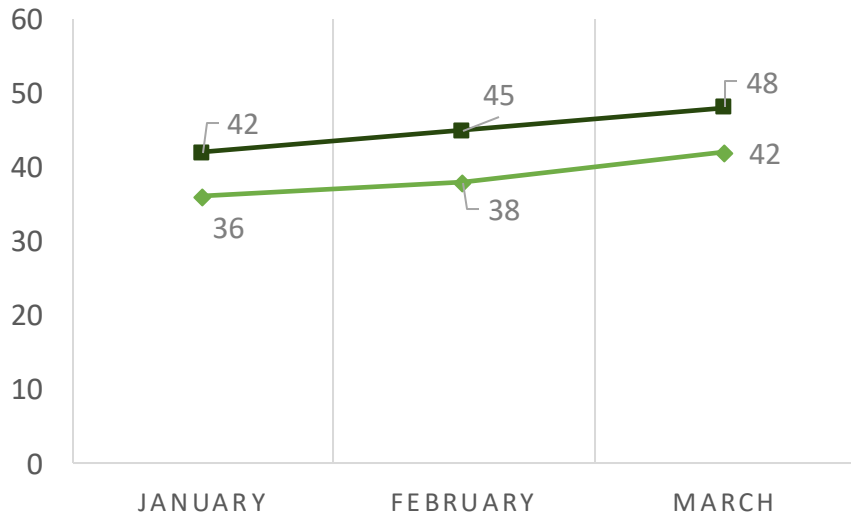
GOLF COURSE DASHBOARD



BATAAN AREA COMPARATIVE HEAT INDEX

AVERAGE HEAT INDEX

◆ 2024 ■ 2025



Heat Index Chart



Effect-based classification

27–32°C
Caution

Fatigue is possible with prolonged exposure and activity. Continuing activity could lead to heat cramps.

33–41°C
Extreme Caution

Heat cramps and heat exhaustion are possible. Continuing activity could lead to heat stroke.

42–51°C
Danger

Heat cramps and heat exhaustion are likely; heat stroke is probable with continued exposure.

52°C and beyond
Extreme Danger

Heat stroke is imminent.

Note: heat index values adapted from Steadman, 1979; classification threshold adapted from National Weather Services, National Oceanic and Atmospheric Administration (NWS-NOAA).

WATER SUPPLY AND DEMAND

Demand

	2024	2025
Irrigation Requirements/ day	2730	3850
Average ET	7.8	11
Average Temperature	31.8	33.74
Average Heat Index	38	45
Irrigated Area	350000	350000

Supply

	2024	2025
January	75,402	56,871
February	45,133	54,495
March	56,393	75,020
Average per day	1,965.8	2,070.9

Only 54% of water requirements are being met

IRRIGATION PLAN

1. 70% of water supply (2205 cu.m)

- Reduce irrigation by 30% for the rest of the golf course except the greens and tee mounds, which will continue to receive full irrigation.
- Focus hand watering on dry spots

2. 50% of water supply (1575 cu.m)

- Reduce irrigated areas
- No irrigation on landscape areas
- No irrigation in between tee mounds
- Reduce irrigation by 30% on greens and tees
- Focus hand watering on dry spots
- Fairway irrigation on landing areas only. No irrigation from the last tee mound to 100 yards ahead.

3. Other Proactive Measures

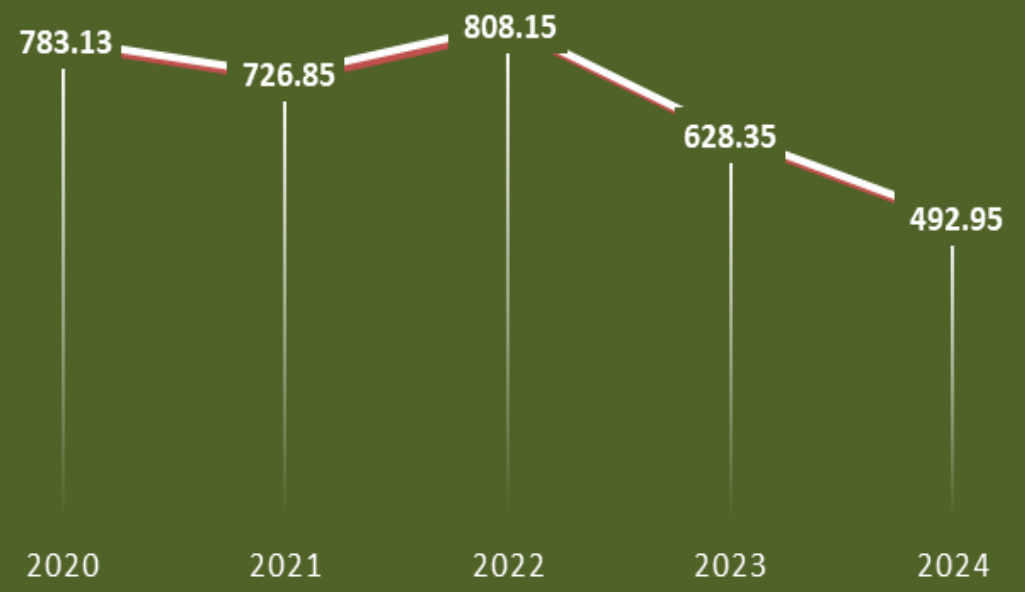
- Use of water surfactants and aeration activities to improve water percolation on turf.
- Use of Soil2O for water retention on rootzones and lessen water frequency.
- As a proactive measure, the club will communicate with members the effect of water shortage on the golf course

ANNUAL WATER CONSUMPTION

(CU.M)



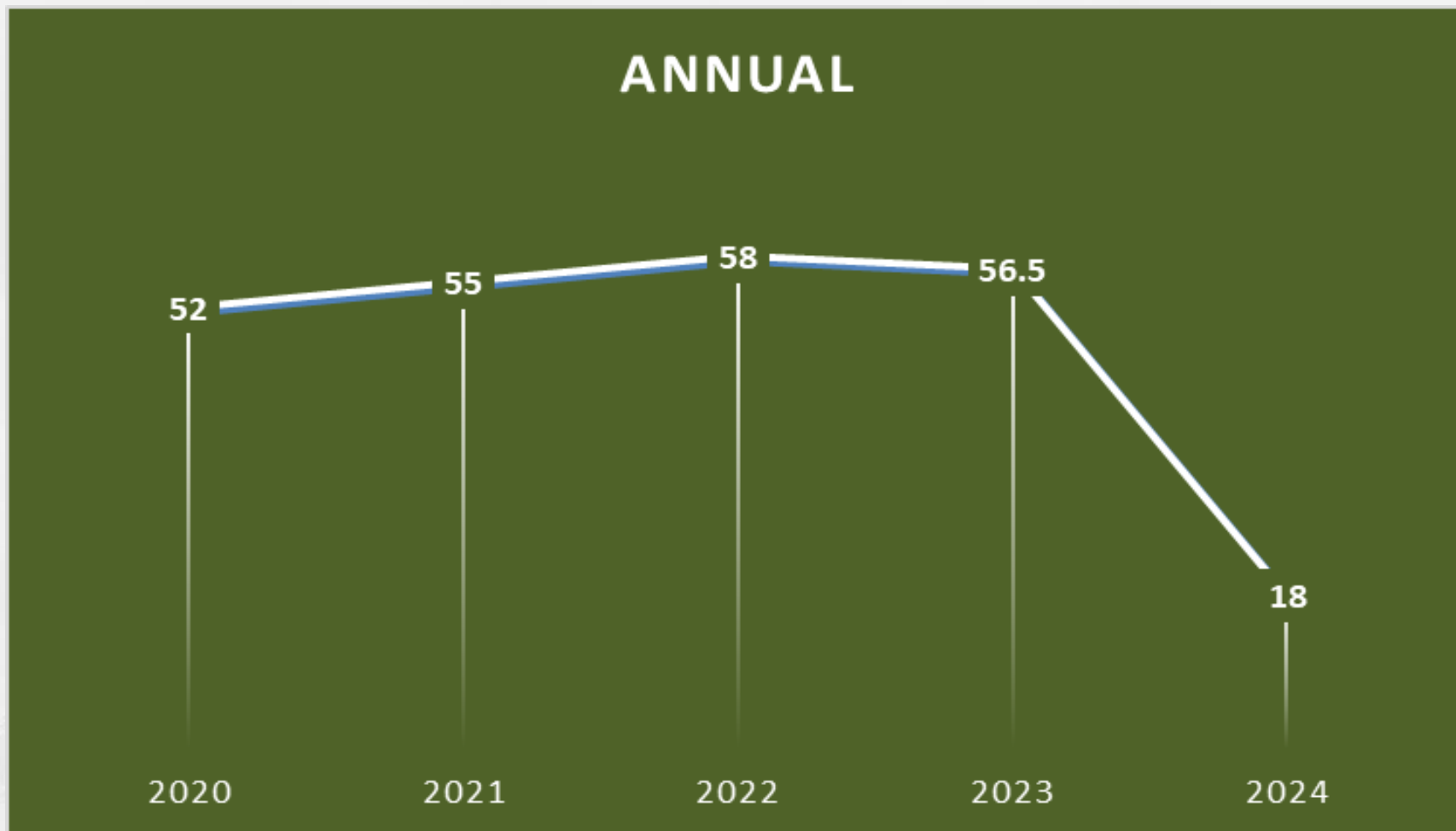
FERTILIZER USAGE ON GREENS



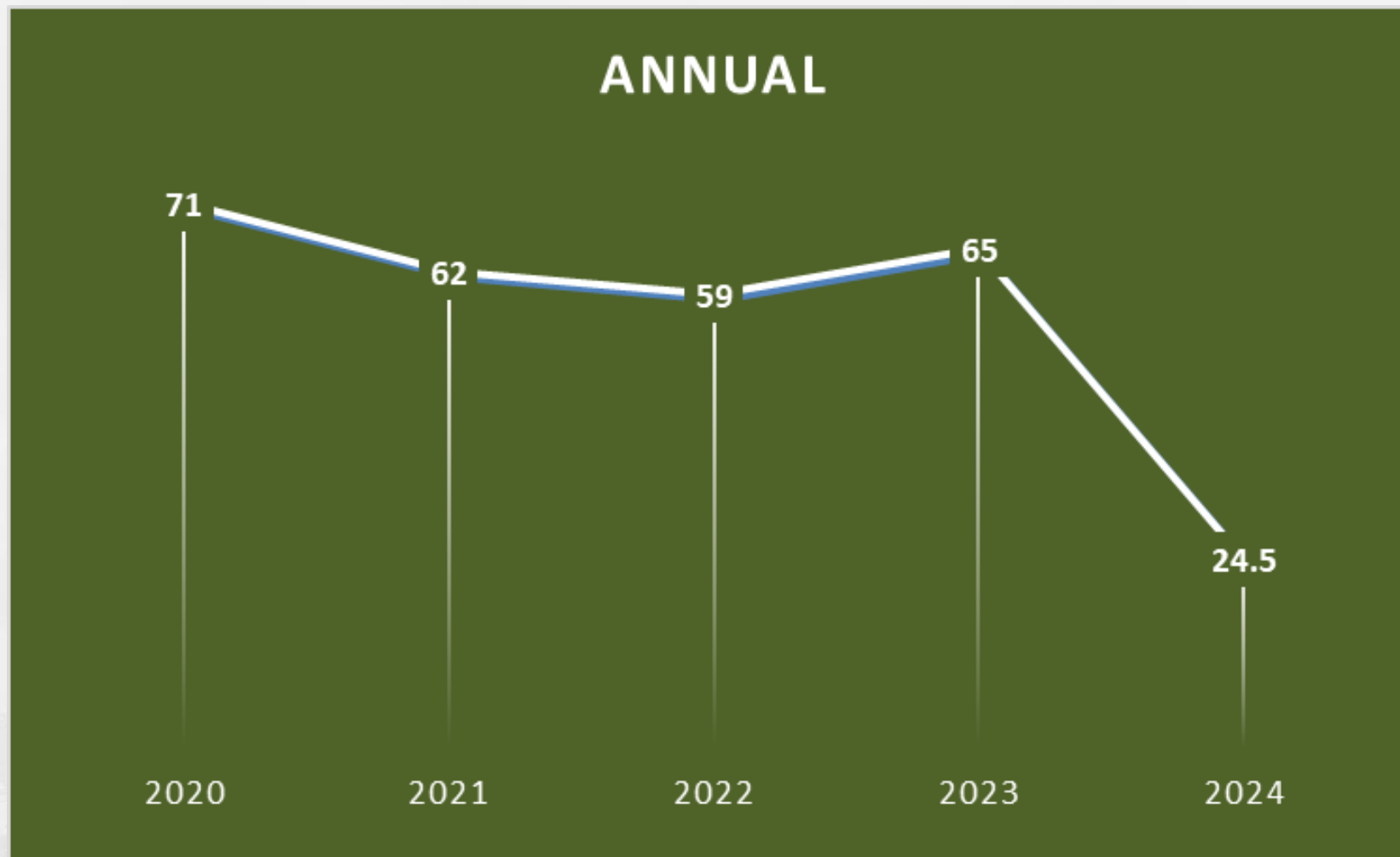
FERTILIZER USAGE ON GENERAL AREA



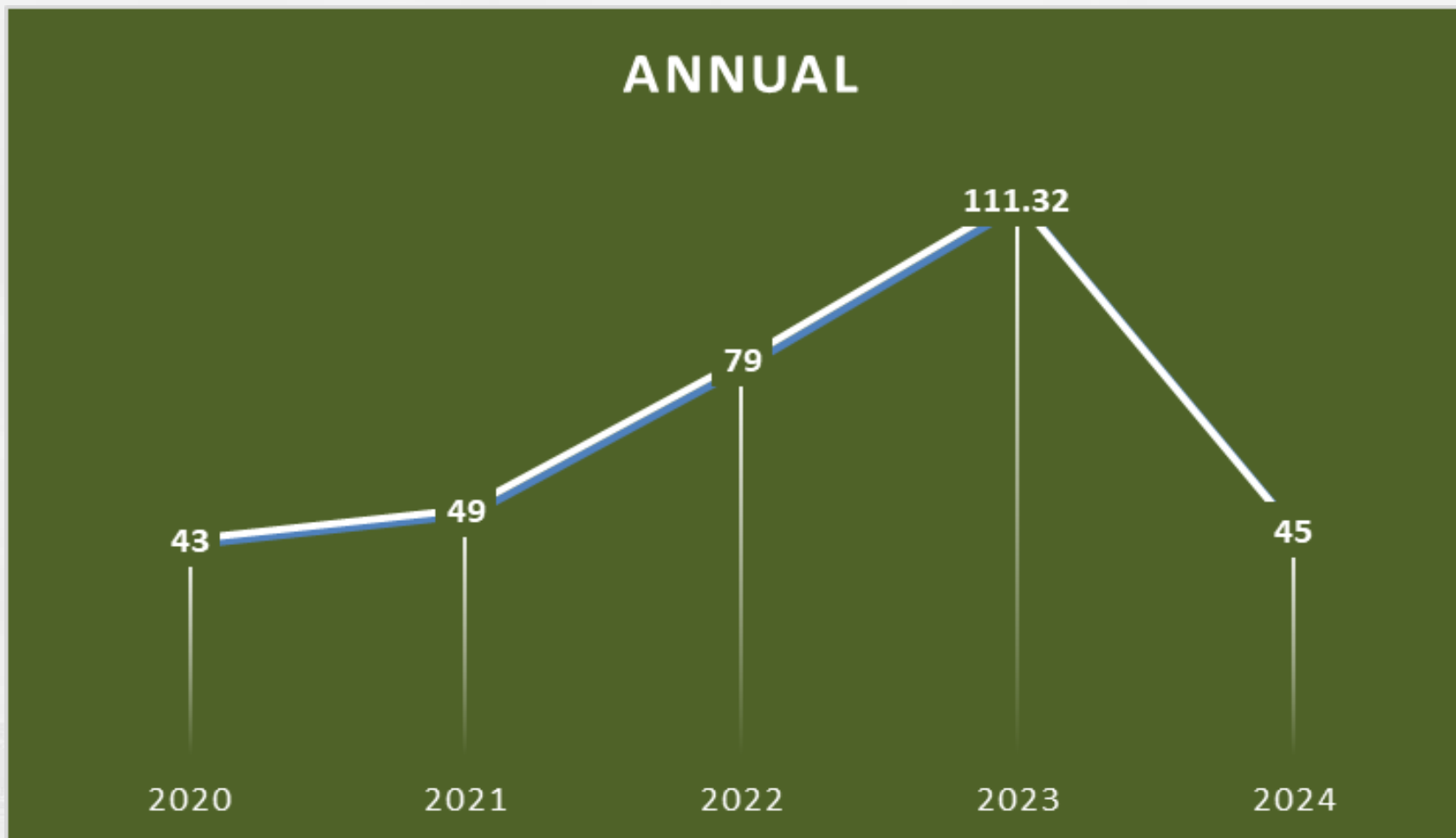
Golf Inputs. Insecticides



Golf Inputs. Fungicides



Golf Inputs. Herbicides



GEO Certification

Anvaya Cove Golf & Sports Club

- Dashboard
- Facility Profile
- Review >
- Improve ✓
- Reports
- Recognition
- Support
- Communicate >
- Documents Library
- Log Out

Review




Best Practices

Review and record actions from checklists of important practices for sustainable golf. >

Annual Data

Record your key data each year to see trends and areas to improve or promote, and you can also get a carbon footprint. >

Best Practices

	Nature Section complete	100%	Edit
	Resources Section complete	100%	Edit
	Community Section complete	100%	Edit

PILLAR 2: PLAYING QUALITY STEWARDSHIP



Playing Quality Stewardship

- Excellent playing conditions
- Thoughtful phase of play
- Innovating member experiences
- Training and skills development

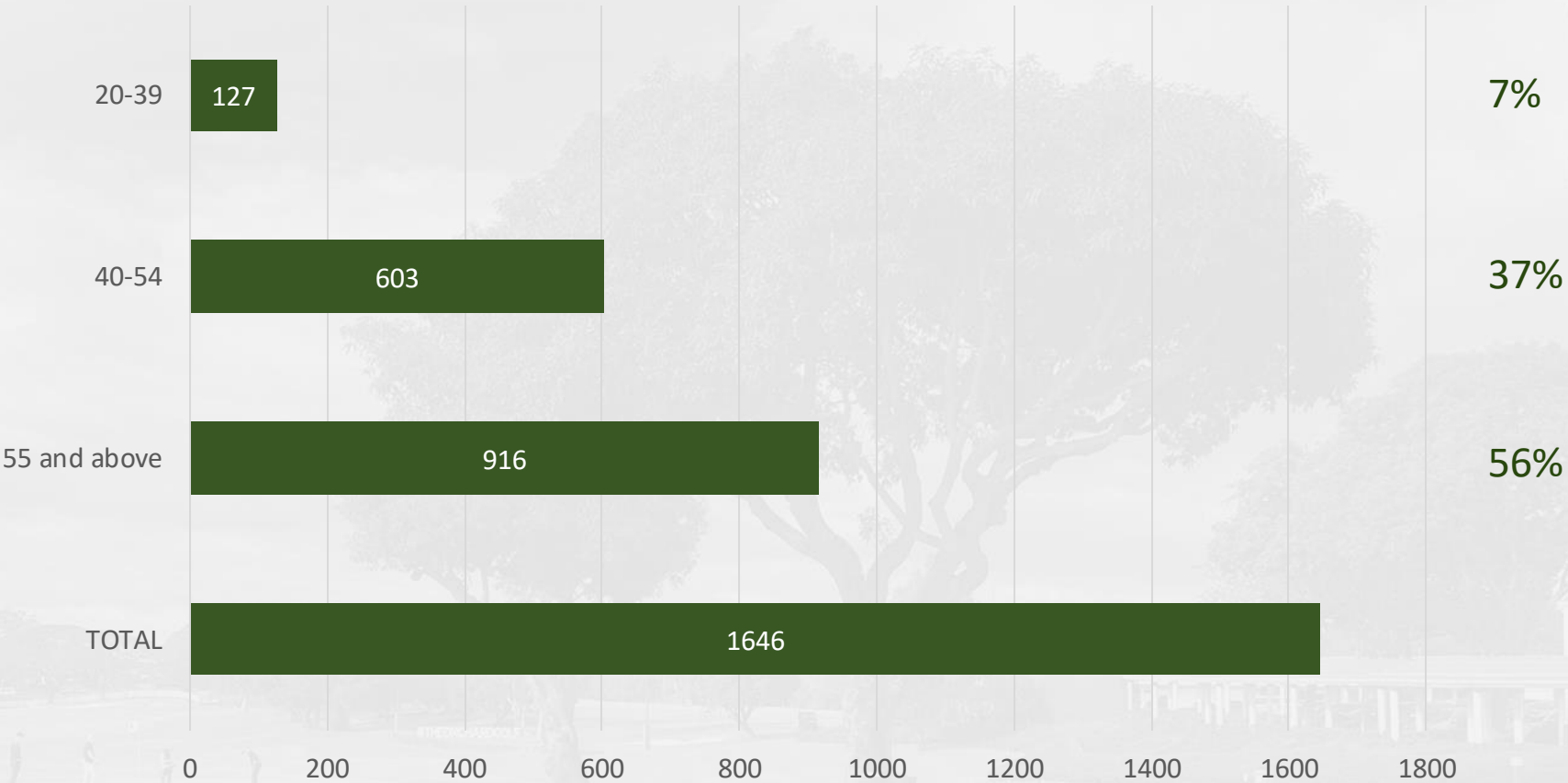
Demographics

PRIMARY AND QUALIFIED DEPENDENTS



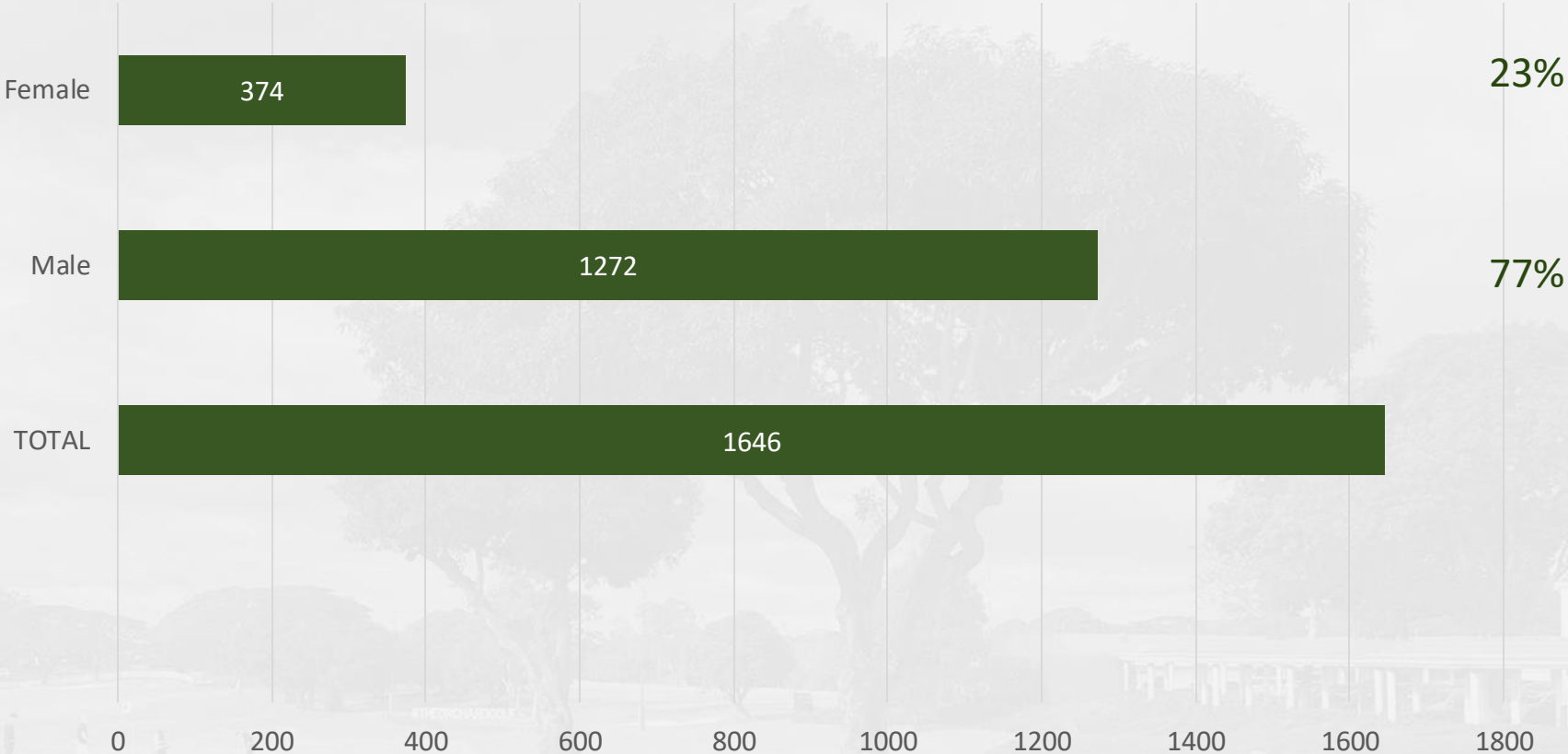
Demographics

AGE PROFILE



Demographics

GENDER PROFILE



Demographics

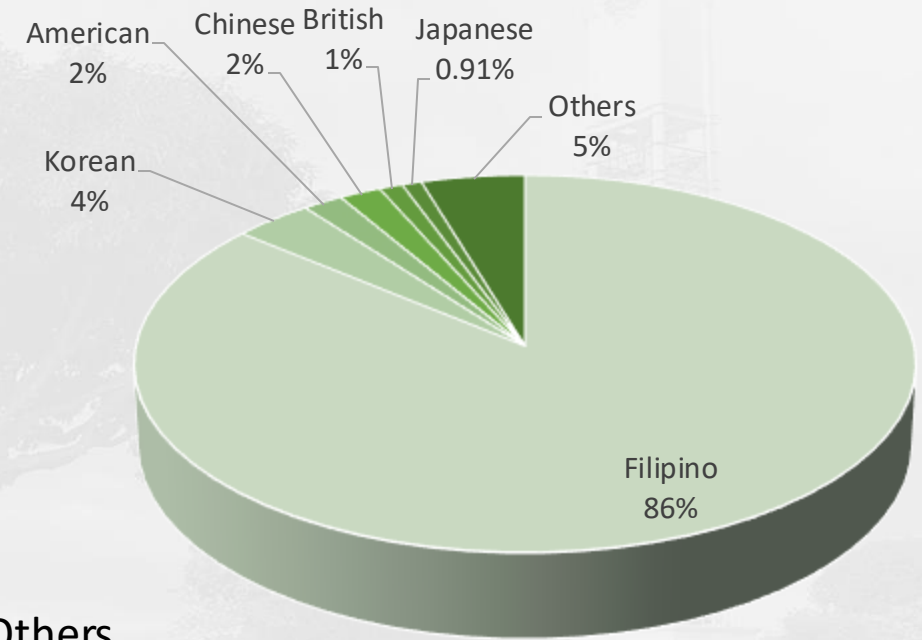
MARITAL STATUS



GSC Nationalities

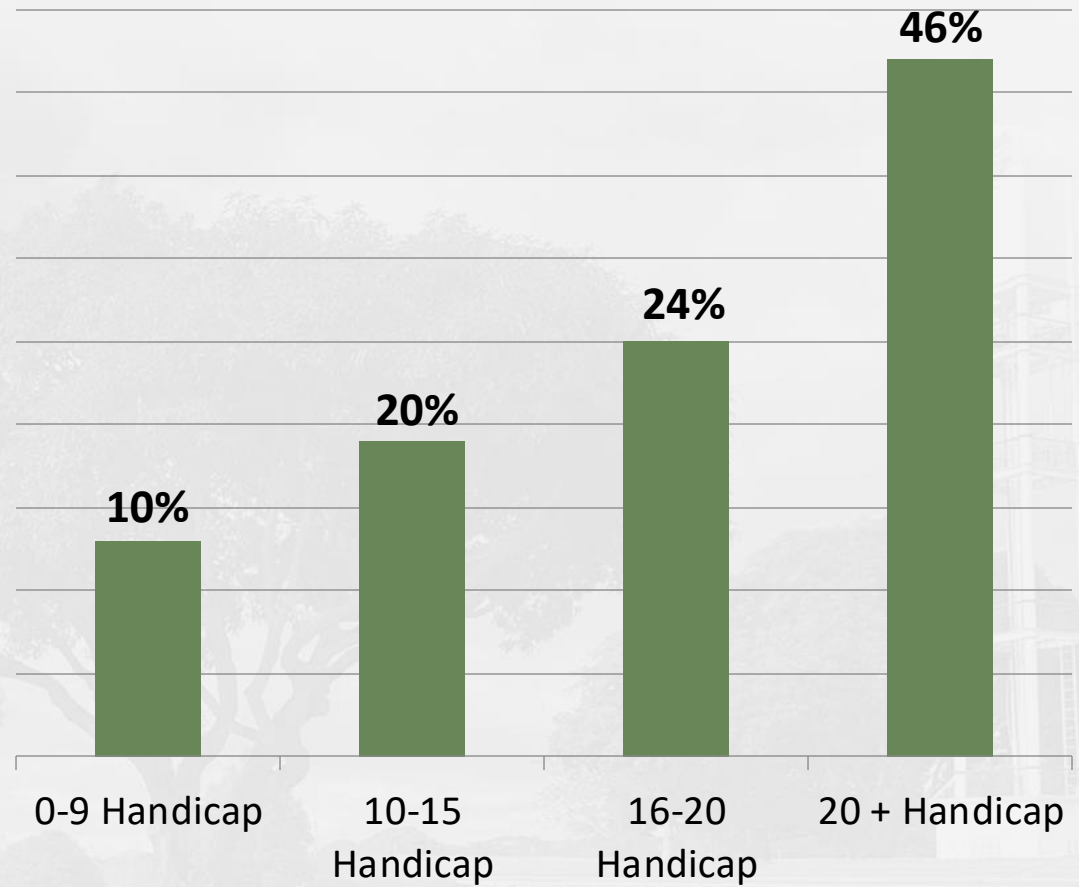
No.	COUNTRY	NUMBER OF MEMBERS	No.	COUNTRY	NUMBER OF MEMBERS
1	Australian	3	15	Malaysian	2
2	Belgian	2	16	Mexican	1
3	British	18	17	Norwegian	1
4	Canadian	6	18	New Zealander	1
5	Chinese	32	19	Filipino	1449
6	Danish	3	20	Singaporean	1
7	Dutch	1	21	Swedish	2
8	German	4	22	Taiwanese	10
10	French	2	23	American	31
12	Iranian	1	TOTAL: 1646		
13	Japanese	15			
14	Korean	61			

Australian	0.18%	Iranian	0.06%
Belgian	0.12%	Malaysian	0.12%
Canadian	0.36%	Mexican	0.06%
Danish	0.18%	Norwegian	0.06%
Dutch	0.06%	New Zealand	0.06%
German	0.24%	Swedish	0.12%
French	0.12%	Taiwanese	0.61%
German	0.24%	Swedish:	0.12%



Anvaya Cove Golf and Sports Club:

HANDICAP BREAKDOWN

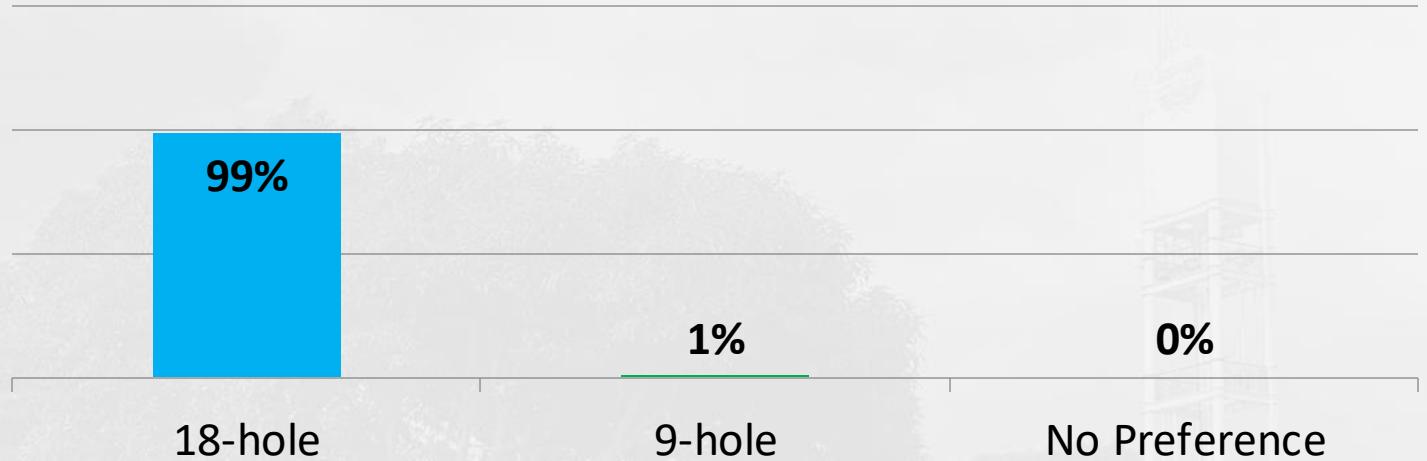


42% - Total number of members enrolled with WHS

PREFERENCE

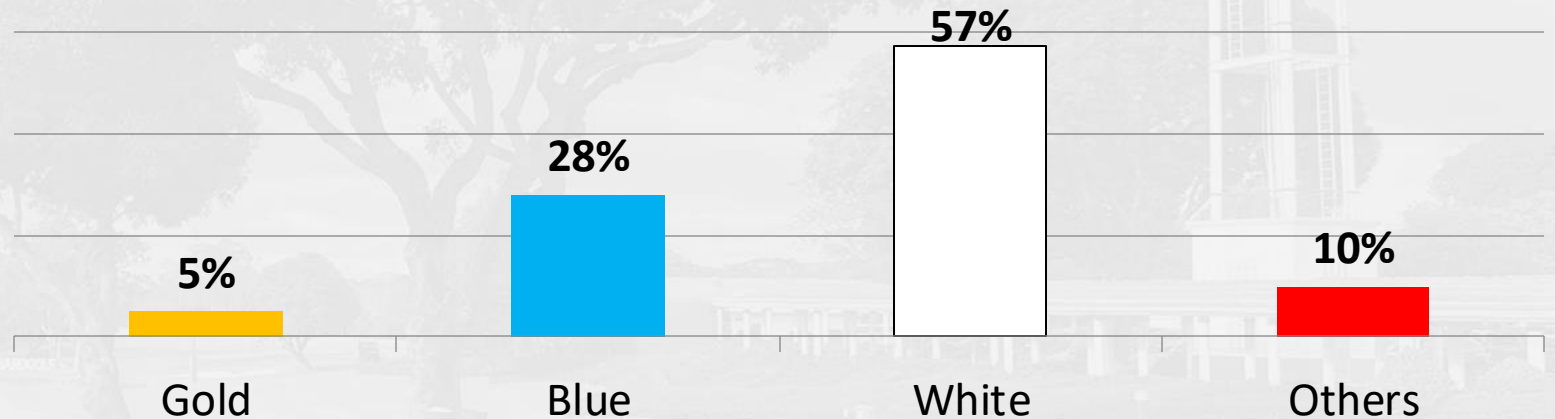
Number of holes played

18-Hole	98.87%
9-Hole	1.13%
No Preference	0%



Tee Marker

Gold	5%
Blue	28%
White	57%
Others	10%





Ladies International Golf Tournament



2014 Best New Course in Asia Pacific



2015 Best Course in the Philippines



2015 Award of Recognition as Host Venue



2016 Best Golf Resort in Asia Pacific



2016 Best Course in the Philippines



2017 Best Golf Course in Asia Pacific



2018 Asia Pacific Order of Zenith



2021 Philippines' Best Golf Course



2022 Best Golf Course in the Philippines



2023 Award of Recognition as Host Venue



Most Sustainable Championship Golf Course Southeast Asia 2024 Winner



Golf Travel 2024 Top 100 Golf Courses ASIA



Most Sustainable Championship Golf Course Southeast Asia 2024 Winner



**Golf Travel 2025
Top 100 Golf Courses
ASIA**

Anvaya Customer Satisfaction Survey Results – Golf & Sports Club

Average Score – Month on month

Average Score
November
4.18

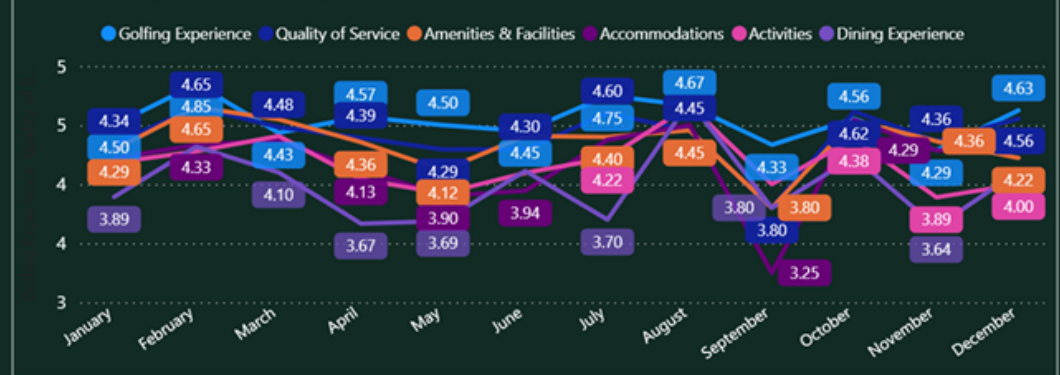
Average Score
December
4.44

Overall Average Scores by category

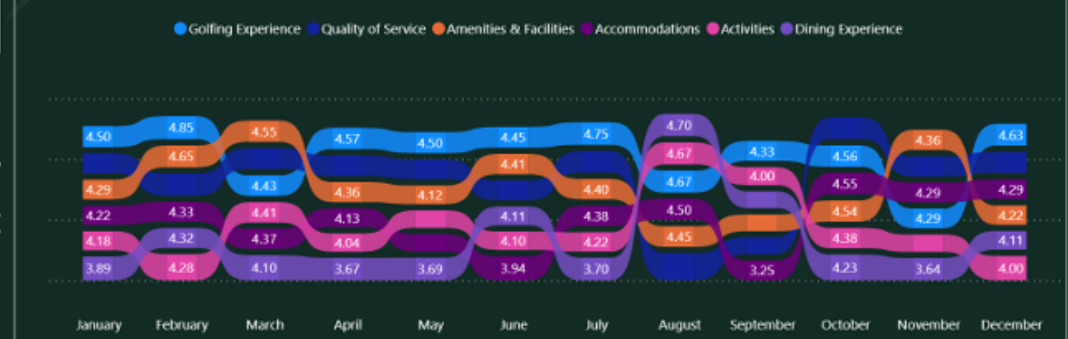
Year	2024											
	January	February	March	April	May	June	July	August	September	October	November	December
Quality of Service	4.34	4.65	4.48	4.39	4.29	4.30	4.60	4.45	3.80	4.62	4.36	4.56
Amenities & Facilities	4.29	4.65	4.55	4.36	4.12	4.41	4.40	4.45	3.80	4.54	4.36	4.22
Accommodations	4.22	4.33	4.37	4.13	3.90	3.94	4.38	4.50	3.25	4.55	4.29	4.29
Activities	4.18	4.28	4.41	4.04	3.92	4.10	4.22	4.67	4.00	4.38	3.89	4.00
Golfing Experience	4.50	4.85	4.43	4.57	4.50	4.45	4.75	4.67	4.33	4.56	4.29	4.63
Dining Experience	3.89	4.32	4.10	3.67	3.69	4.11	3.70	4.70	3.80	4.23	3.64	4.11

- **Golfing Experience** is the top category driving customer satisfaction, showing fluctuations from Q3 to Q4 but recovering with a month-on-month average score increase from 4.18 to 4.44 by the end of December.

Overall Average Scores by category



Overall Average Scores by category



PILLAR 3: FINANCIAL STEWARDSHIP



Financial Stewardship

- Responsible budgeting
- Protecting and elevating member value
- Long-term risk and asset management
- Sustainable growth aligned with the club's identity
- Value creation

Financial Key Points

- Technology Partner for system upgrade and implementation.
- Ensures financial accuracy and supports governance controls.
- Streamlines operations through paperless, automated workflows.
- Real-time inventory tracking minimizes spoilage and overstocking.
- Automation boosts efficiency, allowing focus on sustainable tasks.
- Power BI dashboards uncover cost-saving and resource optimization insights.
- Enhances asset management via maintenance alerts and usage logs, extending equipment lifespan.

PILLAR 4: CORPORATE SOCIAL RESPONSIBILITY STEWARDSHIP



Corporate Social Responsibility

- Employee welfare and continuous development
- Strategic, values-aligned community engagement
- Health and wellness for staff and members
- Member legacy and youth golf initiatives

Caddie Tournament



CAPACITY BUILDING

Health Awareness- Preparedness, Prevention & Emergency Response

Food and Safety Audit

Lifeguarding Training

HMO Orientation

KSK General Re-Orientation - Benefits, & House Rules

Health Awareness- Dengue

Coffee Training – F & B

Sequence of Service – F & B

BFP- Fire Drill Seminar



SEMINAR/TRAINING

Basic Life Support Seminar

DOLE 7s in the workplace

National Telecommunication Commission (NTC) Lecture

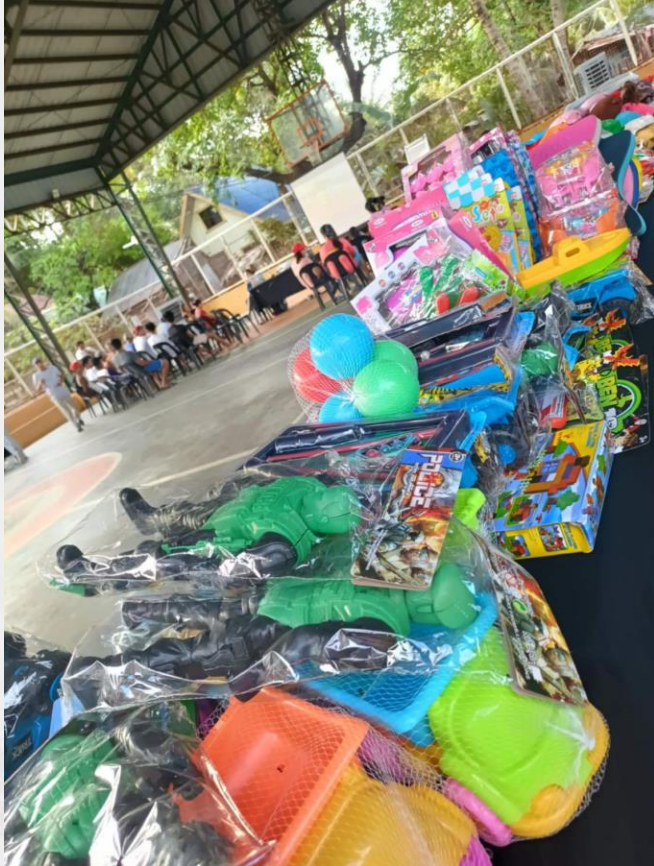
Electric Vehicle Charging Station (EVCS) Lecture

Monkey Pox Lecture

Occupational Safety and Health Seminar



Anvaya Plays Santa



Aqua Zumba



What Success Looks Like

- Loyal and proud members
- Staff feel valued
- Excellent facilities
- Enduring legacy and reputation

Your Club's Sustainable Future

As you return to your clubs, ask:

- What's one initiative we can start tomorrow?
- Are we measuring what truly matters for the long-term?
- What legacy are we building?

Final Thought

Excellence need not be destructive.
Sustainability is more than just a strategy;
it's the legacy we choose to build.