



Leadership Under Pressure: Decisions That Define a Golf Course Superintendent

Speaker: Henry S. Barboza, Sr. Golf Course Superintendent

Industry/Academe: The Manila Southwoods Golf and Country Club

LEADERSHIP TRAITS:

- I. **Integrity:** You do the right thing even when no one is watching.
- II. **Vision:** You have a clear plan for where the team is going.
- III. **Communication:** You listen well and explain ideas clearly to everyone.
- IV. **Decisiveness:** You make firm choices even when the situation is tough.
- V. **Accountability:** You take ownership of your actions and the results.
- VI. **Empathy:** You care about and understand the feelings of others.

INTEGRITY

Do what's right



INTEGRITY

GOLF COURSE SUPERVISOR DAILY INSPECTION FORM

Greens

Item	Notes	Rating (✓ / ⚠ / X)
Quality of cut, mowing height consistency and mowing direction		
Ball roll smoothness, firmness and stimp reading logging		
Localized dry spots (Spot hand-watering and wetting agent application)		
Moisture content		
Disease, insect pest signs, weeds and contaminations		
Sand topdressing integration during regular dusting and after core aeration		
Hollow tines or solid-tine aeration recovery		
Clipping yield monitoring		
Fertility signs, color and turf density		
Check for hydraulic leaks		

Tees

Item	Notes	Rating (✓ / ⚠ / X)
Quality of cut, mowing height consistency and mowing direction		
Turf color, density, uniformity		
Divots and recovery		
Treat for ants and termite infestation		
Dry spots (Spot hand-watering and wetting agent application)		
Surface leveling		
Fertility signs, color and turf density		
Insect pest signs, weeds and contaminations		
Grassing of bare areas		

Check for hydraulic leaks

Fairways

Item	Notes	Rating (✓ / ⚠ / X)
Quality of cut, mowing height consistency and mowing direction		
Clippings left after mowing		
Turf color, density, uniformity		
Dry areas (hydrophobic zones)		
Compaction or scalping from mowing		
Fairy ring clean up		
Treat for ants and termite infestation		
Cart traffic damage and control (near greens/tees/approaches)		
Adjust irrigation heads/zones		
Repair minor traffic areas with plugs or sand		
Sprinkler heads and yardage plate edging		
Check for hydraulic leaks		

Roughs

Item	Notes	Rating (✓ / ⚠ / X)
Quality of cut, mowing height consistency and mowing direction		
Excessive height (affects playability)		
Patchy or thin areas		
Clippings left after mowing		
Check for hydraulic leaks		
Fairy ring clean up		
Treat for ants and termite infestation		

INTEGRITY

Irrigation Check (All Areas)

Item	Notes	Rating (✓ / ⚠ / X)
Visual run-through of suspect zones		
Inventory of sprinkler heads, lateral lines and mainlines for repair		
Flag broken or clogged heads		
Log rainfall reading		

Bunkers and Edging

Item	Notes	Rating (✓ / ⚠ / X)
Fly-mow bunker faces and lake bunks		
Green side bunker boarding quality (same direction as greens)		
Maintain 1" lip for greenside bunkers		
Fairway bunker rake quality		
Sand depth check (probe with rod)		
Drainage after overnight rain		
Edges trimmed and weed free		
Bunker floors are weed free		

Course Setup & Safety

Item	Notes	Rating (✓ / ⚠ / X)
Pin placement are fair and flagsticks are upright		
Pin placements and Tee markers are varied (Front / Middle / back)		
Low plugs / high plugs and ball marks		
Tee marker alignment and spacing		
Tee marker movement to balance wear		
Check hazard stakes		

alignment and replace missing stakes		
Cart paths, bridges, steps secure and clean		
Traffic stakes and GUR stakes are properly installed and upright		
Drop areas are well marked, staked and trimmed. To be moved when necessary		
Hazard lines are well marked		

Crew Oversight

Item	Notes	Rating (✓ / ⚠ / X)
Monitor crew task progress and PPE use		
Ensure equipment checks are done by operators (oil, blades, fuel)		
Communicate priority tasks		
Note repair reports from operators		

Record-Keeping

Item	Notes	Rating (✓ / ⚠ / X)
Fill out daily accomplishment reports for cultural practices		
Ensure rainfall, green speed, and clipping yields are logged		
Log chemical or fertilizer applications in the daily accomplishment report		

VISION

“Know the way”



VISION

THE MANILA SOUTHWOODS GOLF AND COUNTRY CLUB						
CARMONA, CAVITE						
SUMMARY OF ESTIMATED COST						
Particulars	2025	2026	2027	2028	2029	2030
I. 5-Year Equipment Plan						
II. Masters 9 Cartpath Extension and Landscaping						
III. Drainage Rehabilitation						
IV. Legends Pump Station Replacement						
V. Irrigation Renovation Materials						
VI Irrigation Renovation Installation						
VII Nursery Extension at Legends 2						
VIII. Landscape Works at Masters 7 and 14 Tee House						
IX. Netfence Extension at Masters 7						
X Lake Liner Repair and desilting L17 and M5/6						
XI Tee Renovation L15, L12, M3 and M13						
XII. Legends Green expansion and re-grassing @ P5,500/m2						
XIII Grassing and Grow-In (Zeon Zoysiagrass)						
Grand Total						
Estimated time frame would be nine holes closed from April 1 to Nov. 30 of each year 2027-2030						

VISION

2026 Philippine Open I.S. Preparatory Costs Summary		
Particulars		Amount
I. Fairway Bunker Sand Addition		
II. Greenside Bunker Sand Addition		
III. Bunker Face Resodding		
V. Greens Renovation of the Practice Bunker/Green and Surrounds at the Driving Range		
VI Herbicide Application and Regrassing of Tees and Fairways at Masters 4,5,7,8,14,15,16 and 17		
VII Miscellaneous Reshaping and Grassing Works at the Masters		
	Grand Total:	

VISION

GMD Special Projects and CapEx 2026		
Particulars		Amount
I. Annual Equipment Replacement Budget		
II. Masters 9 Cartpath Extension and Landscaping		
III. Legends Pump Station Replacement		
V. Tif-eagle Nursery Extension at Legends 2		
VI Landscape Works at Masters 7 and 14 Tee House		
VII Netfence Extension at Masters 7		
	Grand Total:	

COMMUNICATION

“Listen and share”



COMMUNICATION

May 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					Labor Day 1	2
				Foliar MGs	Foliar LGs/PGs	Roll LGs/PGs
					Roll Mgs	
	3 Okada @ Legends Masters Open	4 Buckets 7:30 SH	5 APE Roll LGs/ PGs	6 APE	7	8 9
				Groom/Dust LGs/PGs	Roll MGs/PGs	Roll LGs
	Solid Tine/Roll MGs					
	10 Legends Closed	11	12	13 PGCMC	14 PGCMC/SK	15 16
	Solid Tine/Verticut Dust LGs/PGs Foliar MGs Furadan LGs/PGs	Groom/Dust MGs	Roll MGs		Roll MGs	Roll LGs/ PGs
	17 Masters Closed	18	19	20	21	22 23
	Masters Closed Verticut/ Dust MGs	Groom LGs/PGs	Roll MGS/LGs/PGs		Roll MGs	Roll LGs/ PGs
Monthly Tour	24/31 Legends Closed	25	26	27	26	29 30
	Aerate/Roll/Topdress LGs/PGs Nematicide LGs/PGs Fertilize LGs/PGs	Groom/Dust MGs	Roll MGS/LGs/PGs	Mow LGS/PGs @ 3.8mm	Roll MGs	Roll LGs/ PGs

COMMUNICATION

Tournament Preparation Schedule (Sample)						
May-26						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					Labor Day 1	2
	Verticut/Dust Greens					
3	4	5	6	7	8	9
Solid Tine/Dust Greens Nematicide	Foliar Greens/PGs				Roll Greens/PGs	
Wall to Wall Masters	Wall to Wall Masters					
10	11	12	13	14	15	16
Masters Closed Groom/Dust Greens Fertilize Week Tees	Foliar Greens/PGs	Roll Greens/PGs			Roll Greens/PGs	
17	18	19	20	21	22	23
Masters Closed Dust Greens/PGs		Roll Greens/PGs Foliar T/F/A	Fungicide Greens Double Cut T/F/A	Insecticide Greens Double Cut T/F/A	Foliar Greens/PGs Mow T/F/A	
Paint stakes/grills	Paint stakes/grills	Paint stakes/grills	Paint stakes/grills	Paint stakes/grills	Paint stakes/grills	
	Bowl Bunkers	Bowl Bunkers	Bowl Bunkers	Bowl Bunkers	Bowl Bunkers	
24/31	25	26	27	28	29	30
Masters Closed	Double Cut/Roll Gs/PGs	Double Cut/Roll MGs/PGs	Double Cut/Roll MGs/PGs	Double Cut/Roll MGs/PGs	Double Cut/Roll MGs/PGs	Double Cut/Roll MGs/PGs
Mow T/F/A	Double Cut T/F/A	Double Cut T/F/A	Double Cut T/F/A Remove Tee markers	Double Cut T/F/A	Double Cut T/F/A	Double Cut T/F/A
	Drag T/F/A/WW	Drag T/F/A/WW	Drag T/F/A/WW	Drag T/F/A/WW	Drag T/F/A/WW	Drag T/F/A/WW

DECISIVENESS

Make the call



DECISIVENESS



**PHILIPPINE GOLF COURSE
MANAGEMENT CONFERENCE**

THE SUSTAINABLE EDGE:

**Elevating Operations to
World-Class Playing Standards**



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DECISIVENESS



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DECISIVENESS



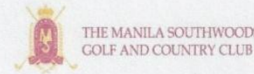
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THE SUSTAINABLE EDGE:
Elevating Operations to
World-Class Playing Standards

ACCOUNTABILITY - Own the results



ACCOUNTABILITY



CHEMICALS APPLICATION FORM

Date: _____

Pre-application

Area to be treated: _____

Equipment to use: _____

PRODUCT:

RATE:

- | | |
|-----------|-------|
| 1.) _____ | _____ |
| 2.) _____ | _____ |
| 3.) _____ | _____ |
| 4.) _____ | _____ |
| 5.) _____ | _____ |

Authorized signature: _____

Post application

Applicator: _____

QUANTITY USED:

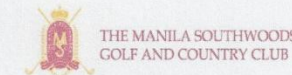
- 1.) _____
- 2.) _____
- 3.) _____
- 4.) _____
- 5.) _____

Comments:

Supervisor: _____

Date: _____

OP-GMD-2.6 F1.2 (as of March 1, 2015)



FERTILIZER APPLICATION FORM

Date: _____

Pre-application

Area to be treated: _____

Equipment to use: _____

PRODUCT:

RATE:

- | | |
|-----------|-------|
| 1.) _____ | _____ |
| 2.) _____ | _____ |
| 3.) _____ | _____ |
| 4.) _____ | _____ |
| 5.) _____ | _____ |

Authorized signature: _____

Post application

Applicator: _____

QUANTITY USED:

- 1.) _____
- 2.) _____
- 3.) _____
- 4.) _____
- 5.) _____

Comments:

Supervisor: _____

Date: _____

OP-GMD-2.6 F1.1 (as of March 1, 2015)

ACCOUNTABILITY

MATERIALS MANAGEMENT DEPARTMENT
Weekly Inventory
Fertilizers and Chemicals

May 2, 2026
 as of 8:35 am

Fungicides:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand	STATUS	Par Stocking	Min Stock	Applicatio eventive Ra	# Application Curative Rate
1	Rovral	1	kg	box			1	1	GOOD	40				
2	Daconil	1	Lit	Bot			0	0	FOR PR	137	68	0.0	0.0	
3	Pilarich (Same as Daconil)	1	Liter	Btl			113	113	GOOD					
4	Pilarzeb/Mancozeb	1	kg	Bag			97	97	FOR PR	352	176	1.6	1.1	
5	Prostar 70WP	3	Pound	Jug			5	5	GOOD		0			
6	Amistar	1	liter	btl	NM		1	1	GOOD		0			
7	Proplant	1	Lit	bot			43	43	GOOD		0			
8	Subdue Maxx	1	Gal	Gal			1	1	FOR PR	10	5	5.8	2.9	
9	Insignia SC	1	Jug	Jug			6	6	GOOD	7	3	6.5	3.7	
10	Heritage liquid	1	liter	btl		20	59	39	GOOD	50	25	2.3	2.3	
11	Azoxy 2SC	1	liter	btl			0	0	GOOD	0	0	0.0	0.0	
12	Bayleton	1	250g	Btl			3	3	GOOD		0			
13	Cleary 3366 WP	1	P	Pack	NM		2	2	GOOD		0			
14	Armor Fungicide	1	kg	Pack			104	104	GOOD		0			
15	Briskway Fungicide	500	ml	Btl			1	1	FOR PR	36	18	0.2	0.1	
16	Tebuconazole 3.6 Select	1	Gal	Gal			4	4	FOR PR	10	5	2.7	1.6	
17	Rubigan	1	Gal	Gal			19	19	FOR PR	38	19	4.0	2.0	
Insecticides:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand		Par Stocking	Min Stock	Applicatio eventive Ra	# Application Curative Rate
18	Lorsban	1	Lit	Btl			9	9	FOR PR	84	42	0.3	0.2	
19	Sevin/Resbak 85WP	1	kg	Bag			63	63	GOOD	56	28	9.0	2.3	
20	Diazol a.i. diazinon	1	Lit	Btl			32	32	GOOD	42	21	1.5	1.5	
21	Chalcid	1	liter	btl			18	18	GOOD		0			
22	Siege Pro	1	Lb	Btl			0	0	FOR PR	5	3			
23	Imidacloprid 200SL	1	Lit	Btl			9	9	GOOD	15	8	1.8	1.8	
24	Brifur/Furadan/Leadforce	16.7	kg	bag			11	11	FOR PR	23	12	2.2	1.5	
25	Velum Prime 400SC	500	ml	Bot			3	3	FOR PR	17	9	1.8	4.2	
26	Nemathorin 10G	1	Kg	Pack		30	108	78	FOR PR	168	84	0.9	0.9	
27	Agador	1	Lit	Btl			9	9	GOOD	11	6	1.6	1.6	
Wetting Agents:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand		Par Stocking	Min Stock	Applicatio Half Rate	# Application Full Rate
28	Qualibra Wetting agent	10	Lit	Jug			0	0	FOR PR	12	6	0.0	0.0	
29	Aquatrols Revolution	2.5	gal	Jug			0	0	GOOD		0	0.0	0.0	
30	EZ-Wet	10	liter	Jug	NM		5	5	GOOD		0			

ACCOUNTABILITY

31	Re-wet	2.5	gal	Jug	NM			1	1	GOOD		0		
32	Ambient Plus Simplot	1	gal	gal	NM		2	4	2	GOOD		0		
33	Cascade Wetting Agent	1	Jug	Jug				3	3	GOOD		0		
34	Spray Rite	1	Jug	Jug				9	9	GOOD		0		
35	Rely III	1	Jug	Jug				0	0	GOOD		0		
Fertilizers/Micro-Nutrients:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand		Par Stocking	Min Stock	Applicatio Half Rate	# Application Full Rate
36	21-0-0	50	kgs	bag			46	46	GOOD	40	20			
37	46-0-0 Granular (Urea) B	50	kgs	bag		2	38	36	FOR PR	190	95	0.5	0.2	
38	46-0-0 Prilled (Urea) Y	50	kgs	bag			46	46	GOOD	30	15			
39	18-46-0 Di-Ammonium Phosphate	50	kgs	Bag		1	37	36	GOOD	70	35	0.9		
40	0-0-50 (SOP)	22.5	kgs	bag			1	1	GOOD		0			
41	0-0-60 (MOP)	50	kgs	bag			21	21	FOR PR	50	25			
43	20-20-20	1	kgs	Box			84	84	GOOD	100	50	0.8	0.6	
44	Extreme Green 16		50lbs	Bag			8	8	GOOD	10	5			
45	Ferrous Sulfate	25	kgs	bag		1	14	13	GOOD		0			
46	Calcium Sulfate	22.68	kgs	bag	NM		10	10	GOOD		0			
47	Magnesium Sulfate	25	kgs	bag			47	47	GOOD		0			
48	Soilmate	1	kgs	Pack			7	7	GOOD	10	5			
49	A-TEP Anderson	20	kgs	bag			11	11	GOOD		0			
50	12-0-42	20	kgs	bag			7	7	GOOD		0			
51	20-5-30	20	kgs	bag			0	0	GOOD		0			
52	20-5-30 Bermuda special	25	Lbs	bag			3	3	GOOD		0			
53	SP Root Enhancer 12-31-14		11 kg	Bag			40	40	GOOD		0			
54	Biozome S-200	4	kgs	Pack			5	5	GOOD		0			
55	20-3-20 Greens King	22.5	kgs	Bag			0	0	GOOD		0			
56	Tierracoat SCU39	50	kgs	Bag			61	61	GOOD		0			
Herbicides:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand		Par Stocking	Min Stock	Rates	
57	MSMA Target+ 48.3%	10	liter	Jug		1	3	2	FOR PR	5	3			
58	Sencor	5	Pounds	Jug			0	0	FOR PR	2	1			
59	Drive	1	Pound	Btl			9	9	GOOD	5	3			
60	Barricade 4FI (40.7%a.i.)	1	gal	gal			6	6	GOOD	5	3			
61	Barricade 500ML	1	BTL	BTL			0	0	FOR PR	5	3			
62	Ronstar Liquid	1	liters	Btl			207	207	GOOD	182	91			
63	2-4-D	1	Liter	Bot			36	36	GOOD	15	8			
64	Scepter 70DG	1	Kg	gal			20	20	GOOD	15	8			
65	Turfedo 25WG	1	Kg	Pack		3	7	4	FOR PR	15	8			
66	Manage	1.33	oz	Btl			0	0	GOOD		0			
67	Halo	4.00	oz	Btl		1	3	2	GOOD		0			
68	Basagran	1	liter	Btl	NM		114	114	GOOD	50	25			
69	Fastburn	4	ltrs	Gal			0	0	FOR PR	5	3			
70	Fastburn Ultra	1	gal	gal		2	2	0	GOOD		0			

ACCOUNTABILITY

71	Onecide 15EC/Upcide	1	liter	Btl				21	21	GOOD	20	10		
72	Agroxone	1	liter	Btl				76	76	GOOD	20	10		
73	Direct (Same as Fluazifop 15EC)	1	liter	Btl	New			3	3	GOOD				
74	Ricestar (500ML)	1	500ml	Btl	New			9	9	GOOD				
75	Nabu S	1			New			5	5	GOOD				
76	Speedzone	1	20oz	Btl	New		1	2	1	GOOD				
Other Chemicals:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand		Par Stocking	Min Stock	Rates	
77	Primo Maxx	1	gal	gal				1	1	GOOD	1	1		
78	Primo Maxx	1	Liter	Bot				4	4	FOR PR	10	5	5.8	2.9
79	Sprayhold	1	liter	btl				10	10	FOR PR	50	25		
80	Dyelite-G	1	liter	btl				0	0	FOR PR	50	25		
81	Cytogro	4	Lit	Gal				4	4	GOOD		0		
82	O2YS	2.5	gal	pail	NM			3	3	GOOD		0		
83	Aqua Root	6	oz	btl	NM			97	97	GOOD		0		
84	Bio Booster	250	ml	btl	NM			2	2	GOOD		0		
85	Harvest Max	250	ml	btl	NM			4	4	GOOD		0		
86	Nutra-Sol	2	Lbs					1	1	GOOD		0		
87	Marvel Ultra	1	Jug					0	0	GOOD		0		
Soil Ammendments:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand		Par Stocking	Min Stock	Rates	
88	Agri Lime	40	kgs	Bag				40	40	GOOD			90	
Marking Paints:														
		Qty/Weight/Packaging			Status	IN	OUT	Beg. Inventory	to Date On Hand		Par Stocking	Min Stock	Rates	
89	Hole in White Paint	12 oz	Can					168	168	GOOD	48	24		
90	Marking Paint White	17 oz	Can					113	113	GOOD	48	24		
91	Marking Paint Red	17 oz	Can					172	172	GOOD	48	24		
92	Marking Paint Yellow	17 oz	Can					66	66	GOOD	48	24		
93	Marking Paint Blue	17 oz	Can					180	180	GOOD	48	24		
94	Marking Paint Dura Blue	17 oz	Can					0	0	FOR PR	48	24		
95	Marking Paint Green	12 oz	Can					5	5	FOR PR	12	6		

Prepared by:

Checked by:

Noted by:

RONALD QUIZON
Warehouseman

DOMINGO MONPON, JR
Warehouse Team Leader

JUN PASTRANA
MMD Manager

EMPATHY AND PEOPLE DEVELOPMENT

“Care for people”



EMPATHY AND PEOPLE DEVELOPMENT



Lead with integrity...
Communicate clearly...
Develop people...
Build culture...
Set standards...
And never stop growing through challenges!

Thank you very much!



**PHILIPPINE GOLF COURSE
MANAGEMENT CONFERENCE**

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