

# DANY HORNE

## Senior Assistant Golf Course Superintendent

Championship agronomy, team leadership, course renovation, irrigation strategy, and private club operations.



**60+**

Crew Members Led

**110+**

BMW Volunteers

**\$17M**

Renovation

**PGA TOUR**

Preparation

# Leadership Built in the Field

Coordinate daily maintenance operations across an 18 hole private golf course while leading more than 60 employees. Responsibilities include irrigation strategy, bentgrass management, labor planning, purchasing, vendor coordination, cultural practices, and championship preparation.

**60+**

**Crew Members Led**

**110+**

**Volunteers  
Coordinated**

**\$17M**

**Renovation  
Experience**

**18**

**Holes Rebuilt**

## Leadership Philosophy

I believe exceptional golf course conditions begin with exceptional people. My leadership philosophy centers on communication, accountability, continuous improvement, and developing employees who take pride in producing championship quality playing conditions.

### Every Day in the Role

Coordinate workforce scheduling and assign daily maintenance priorities.

Oversee irrigation strategy and evaluate turf performance using weather, ET, and moisture data.

Monitor labor budgets, purchasing needs, and vendor communication.

Mentor staff and collaborate with club leadership to deliver consistent playing conditions.

# \$17 Million Course Renovation

Full course reconstruction experience from drainage layout through final preparation and reopening.



## Greens Drainage and Reconstruction Bunker Drainage Construction

Coordinated drainage layout and installation inside new green cavities, including pipe connections, gravel placement, construction checks, and communication between the golf course team and contractors.

Worked with the crew and contractors on bunker drainage layout, pipe installation, gravel placement, quality checks, and preparation for shaping and finish work.

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## Project Responsibilities

- Crew direction and daily construction scheduling
- Contractor communication and quality checks
- Drainage, gravel, and turf preparation
- Equipment planning and progress tracking
- Final readiness across all 18 holes
- Greens reconstruction and cavity preparation
- Bunker drainage and finish coordination
- Fairway venting and reopening preparation
- Construction documentation and follow through
- Support through grow in and final presentation



# BMW Championship Preparation

Tournament operations, volunteer coordination, course setup, presentation standards, and post event recovery.



## Course Preparation on a National Stage

Coordinated more than 110 volunteers while supporting championship setup, mowing operations, daily assignments, presentation standards, and recovery work for PGA Tour competition.



**Detailed Tournament Mowing**



**Championship Green Setup**



**Tournament Week Team Culture**

# Clear Direction and Hands On Support

Preparation, visibility, accountability, and daily development of the team.



## Leading an Aeration Team

Organized cleanup, assigned responsibilities, maintained quality standards, and kept work moving efficiently across the green.



## Intern Development and Team Culture

Organized team dinners to recognize interns, strengthen relationships, and create more connection between interns and management.

### Crew Development

- Morning meetings
- Mentoring and role clarity
- Follow through in the field

### Hiring and Training

- Onboarding
- Skill development
- Clear performance expectations

### Performance Management

- Direct feedback
- Accountability
- Continuous improvement



# Daily Practices Supporting Consistent Conditions



## Greens Surface Management

Used a Graden to remove organic matter and prepare the surface for recovery.



## Deep Tine Fairway Aeration

Relieved compaction while improving water movement and rooting across fairway turf.



## Greens Fertility Application

Coordinated a hand applied treatment to maintain even coverage and consistent response.



## One Ton Rolling

Firmed and smoothed greens during recovery and preparation.



## Custom Brick Step Project

Completed layout, excavation, base preparation, alignment, leveling, and finish work.

## Daily Agronomy

- Bentgrass and Poa management
- Fertility and plant protectants
- Moisture and irrigation decisions
- Cultural practices and recovery

# Planning, Communication, and Resource Management

Operational systems that support daily decision making, labor control, and consistent course conditions.

## Daily Communication

Prepare superintendent reports that communicate weather, course access, practice locations, applications, cart restrictions, and current maintenance priorities.

## Spray Program Planning

Coordinate season long fertility and plant protectant planning, product rotation, application timing, inventory needs, and purchasing.

## Labor and Budget Control

Track workforce hours, support scheduling decisions, monitor labor budgets, and adjust staffing priorities based on course needs.

# Technical Expertise

## Agronomy

Bentgrass  
Poa management  
Fertility  
Cultural practices

## Irrigation

Toro Lynx  
PrecisionAire  
Moisture management  
Water conservation

## Operations

Budgeting  
Scheduling  
Purchasing  
Vendor relations

## Leadership

Crew development  
Hiring  
Training  
Performance management