



FORTNIGHTLY BULLETIN

9 October 2018

BULLETIN 19

PREVIOUS EVENTS

Photos from the ILF Grant Awards Ceremony have now been added to the photo gallery on the website.

To view photos from events held by The Industry Leaders Fund please click onto the following link:

<https://industryleaders.com.au/functions-events-photo-gallery/>

COMING EVENTS/DATES

Book now – limited places available – strong interest so far.

FRIDAY 19 OCTOBER

Industry Leaders Fund Culture Day – Invitation

Held on: Friday 19 October 2018

**At: Grant Thornton
Level 3, 170 Frome Street
Adelaide**

Time: 12.30 to 6.30pm (includes lunch, afternoon tea and drinks at 5.30pm)

Sponsored by:



By Popular demand in Scholar surveys and training day feedback.

Topics requested by Scholars:

- Building high performance teams
- Recruiting for a productive and positive work culture
- Identifying and building an effective workplace
- Staff incentive programs that reward the behaviours and outputs wanted
- General staff management skills
- Improving workplace culture
- Talent management
- Leading people
- Change management
- People management
- Leadership communication

Hear about these topics and more from people who have done it all before.

Facilitator:

Christine Molitor, CEO of Scope Global. Previously Christine built businesses in leadership development, recruitment, corporate culture and strategy.

Scope Global is a specialist project management company delivering international development and education programs. With more than 25 years' experience in managing people-focused programs for a range of clients, Scope offers extensive international experience and unique program management expertise. Scope is headquartered in Adelaide and operates in more than 20 countries in the Asia-Pacific region.

Keynote speaker:

Jenny Harvey, Group General Manager Human Resources at Detmold Group. Jenny has worked with the business to oversee the alignment and improvement of the corporate culture to a position where the Group has just celebrated its third consecutive year recognised an Employer of Choice through the Australian Business awards. She holds a Masters in Clinical Psychology from Flinders University, and has worked in a variety of business sectors, including working independently as a clinical psychologist and organisational consultant. She is the best Human Resource practitioner that Geoff Vogt has met.

The Detmold Group is a leading manufacturer of paper and board based packaging products for a diverse range of customers. The company was established in 1948 and is still owned and managed by the Detmold family. It operates manufacturing plants in Australia, Indonesia, China, South Africa, Vietnam and the Philippines from which it services worldwide markets.

Panel Members

- **Gerry Doyle** (ILF 2016), CEO, Tonkin Consulting. Gerry took over as CEO at Tonkin in 2011 when performance was poor, and the business was declining. He first stabilised the business and in recent times it has grown rapidly. Building a positive culture was key to the turnaround. His ability to do so was enhanced by the IMD courses he attended with ILF support. This has been achieved while he struggled with

depression, so his perspectives will be enlightening.

- **Eddie Lane** (ILF 2012), Eddie Lane (ILF 2012), Partner, Cold Logic Industrial Refrigeration. Eddie is the son of one of the founders of Cold Logic which after his father sold his shares, was struggling to grow. While forging a successful career in another business he was tapped on the shoulder to work at the business his father had helped begin. Since that time Cold Logic have built strong relationships with key clients in SA and interstate and growth has been stellar. The secret to success has centred around building key relationships, quality, leadership and the art of storytelling. Eddie has achieved this by building a strong outcome focused team driven by passion.
- **Kelly Jamieson**, Managing Director, Edible Blooms. Kelly has built from scratch the most successful on-line retail florist business in Australia as judged by Canstar. She is willing to do anything that she asks her staff do and more, including dressing as a strawberry to promote the business in the street in the very early days. This is a fast-moving disruptive business that requires to be constantly reinventing itself. Staff motivation and retention is key. Kelly recently opened her first outlet in the UK and has been located there for the past three months to grow their presence. During this time, she has worked remotely with her team in Australia and New Zealand to live their company values and continue to delight their customers.
- **Bruce Watson**, Bruce Watson, Chief Executive Workcover Queensland, former CEO of AusCoal Super, previously National Secretary of the CFMEU Mining and Energy Division. Bruce was originally an electrician in the mines and worked his way through the ranks of the union movement to head up one of the toughest unions in the country. He moved into the Industry Superannuation sector where the organisation he led produced top tier investment returns for members and was judged as being a Top 50 Best Place to Work in Australia for 7 seven years in a row. Bruce was awarded Executive of the Year in 2010.
- **Deb Dickson**, Head of Retail, Homestart Finance, former GM People and Strategy at Homestart. Deb has been with Homestart for ten years and is an experienced executive with a focus on culture and change management, customer fulfilment, business performance improvement and strategy development. Her qualifications include an MBA and a Master of Human Resource Management. During the ten years she has been at the heart of moving HomeStart from a public service mentality to commercially focused. As a success measure Homestart won the Human Synergistics Cultural Transformation Award in 2017 and in mid- September 2018, the Australian HR Awards Employer of Choice for 2018 (Public Sector and NFP).
- **Chris Johnson**, CFO, REDARC. Chris has been with REDARC for five years with a focus on financial and strategic management. Led by Anthony Kittel (ILF 2010) REDARC is a 100% Australian owned and managed Adelaide based technology company and renowned employer of choice. A combination of focused strategy, ongoing product

innovation and development of its people has enabled REDARC to flourish and take advantage of the rich opportunities for high-value manufacturers.

- **Ben Smit**, CEO, Teamgage. Teamgage is a South Australian start-up success story founded by Ben and Noelle Smit. They provide culture improvement software to large organisations in Australia and abroad, including brands such as Microsoft, DXC, Santos and NEC. The company's success stems from their work to disrupt the traditional approach to culture and engagement programs with a more modern approach with a bias towards action, experimentation and iterative improvements. Ben will provide insights into what he has seen work well in other organisations and how digital methodologies can be used to measure and improve culture.
- **Iain Kemp**, National Managing Partner Industry and Managing Partner South Australia, Grant Thornton. Iain leads a team who are helping Mid-Sized Business achieve their growth ambitions. He is an Audit & Assurance Partner, having worked in Johannesburg, Moscow and Sydney before relocating to Adelaide in 2015. Iain brings significant experience across a number of industries. His focus is on businesses looking to grow and is particularly interested in light and heavy manufacturing; energy & resources and tech companies. Iain led a complete overhaul of the culture of the Grant Thornton Adelaide team over the last two years, starting with a new flexible office design.

RSVP to Suzi suzi@industryleaders.com.au before Friday 12 October

MONDAY 4 FEBRUARY 2019

ILFSN COCKTAIL FUNCTION - INVITATION

Hosted by and held at Macquarie Private Wealth

Level 2, 151-159 Pirie Street, Adelaide

Time: 6.00pm to 8.00pm



Macquarie Private Wealth



Includes a short talk and Q&A with Jim Whalley, former jet fighter test pilot, Chief Executive and Co-Founder of Nova Systems, and now the Chief Entrepreneur for South Australia.

This will be one of the first opportunities that anyone will have to hear what Jim expects to achieve in the role, and how we can all participate in and drive the renewal of the SA economy. Jim has set himself high goals and as an unpaid volunteer sets an example in giving back to the community for all of us.

RSVP to Suzi suzi@industryleaders.com.au

SCHOLARS IN THE MEDIA *(Click on the link to read the article)*

Andrew Kay (ILF 2014), Wirra Wirra to build the first five-star accommodation in McLaren Vale. Andrew says this would not be a reality without his Harvard experience which would not be a reality without his ILF grant.

<https://industryleaders.com.au/tv-radio-interviews-with-scholars/>

Glenn Toogood (ILF 2018), Kimberley Ferguson (ILF 2016) and Darren Turner (ILF 2015) mentioned in Penola Pennant and Border Watch article about ILF Awards 2018. Thanks for helping us raise the ILF profile in the Green Triangle.

<https://industryleaders.com.au/wp-content/uploads/2018/10/Toogood-Penola-Pennant-181003.pdf>

Corrina Wright (ILF 2012) finalist for ASVO Winemaker of the Year. Excellent achievement Corrina.

<https://industryleaders.com.au/wp-content/uploads/2018/10/Three-in-the-running-for-ASVO-Winemaker-of-the-Year-award-WBM-Online.pdf>

Congratulations to Exporter Of The Year winners Seeley International, Jon Seeley (ILF 2014) and Michael Hamilton (ILF 2016); REDARC, Anthony Kittel (ILF 2010), Ben Marsh (ILF 2013), Josephine Hugman (ILF 2014); FCT, Dr Jordan Parham (ILF 2015).

https://industryleaders.com.au/wp-content/uploads/2018/10/The-Advertiser-10_5_2018.pdf

Ann Perriam (ILF 2018) and Glenn Toogood (ILF 2018) recognised by SACOME for their ILF grants in "Front and Centre". Great to have exposure in the Mines & Energy Chamber.

<https://industryleaders.com.au/wp-content/uploads/2018/10/Toogood-Perriam-SACOME-Front-and-Centre.pdf>

The ILF 2018 Scholars & Award Evening featured in The Advertiser, 25 September 2018.

https://industryleaders.com.au/wp-content/uploads/2018/09/2018-SCHOLARS-AND-GRANTS-The-Advertiser-9_25_2018.pdf

&

https://industryleaders.com.au/wp-content/uploads/2018/09/The-Advertiser-9_25_2018-

[New-crop-of-SA-leaders-ready-to-fast-track-growth-.pdf](#)

InDaily's iSpy featured photos from the Industry Leaders Fund Awards Evening at the Sanctuary Adelaide Zoo, 24 September 2018. What a handsome bunch.

https://indaily.com.au/ispy/2018/10/02/industry-leaders-fund-awards-ceremony-2/?utm_medium=email&utm_campaign=2%20October%202018&utm_content=2%20October%202018+CID_b2c03a11cfb70b85ddcb28605626b4f5&utm_source=&utm_term=READ%20MORE

Beach Energy, Carrie Trembath (ILF 2017) and Glenn Toogood (ILF 2018) announces record growth plans. It has all happened since Carrie won her award in 2017 with extra power coming soon due to Glenn's IMD studies.

https://industryleaders.com.au/wp-content/uploads/2018/10/Beach-Energy-shares-hit-record-on-growth-plans-The-Advertiser-9_28_2018.pdf

Discovery Parks, Grant Wilckens (ILF 2014) bolsters leadership with new highly experienced COO appointment. Well done Grant; building the talent foundation for the next phase of growth

https://industryleaders.com.au/wp-content/uploads/2018/10/Glamping-a-prerequisite-for-Discovery-Parks-role-The-Advertiser-10_2_2018.pdf

Kris Lloyd (ILF 2014) named as Toastie of the town as Cheesefest (Oct 27/28 at Rymill Park) is launched. This sounds like a wonderful event for your diaries. See you there!

https://industryleaders.com.au/wp-content/uploads/2018/09/Kris-Lloyd-TOASTIE-of-the-town-The-Advertiser-9_26_2018.pdf

Please send us your news for inclusion in the bulletin – copies of news, articles published in papers or magazines or MP3 recording of live interviews preferred.