



# FORTNIGHTLY BULLETIN

**7 May 2019**  
**BULLETIN 32**

Dear ILF Scholars & Members

Welcome to the Fortnightly ILFSN Bulletin.

The ILFSN Bulletins are included on the ILF website.

<https://industryleaders.com.au/resources/ilf-scholars-network-bulletins/>

## COMING EVENTS/DATES

**FRIDAY 24 MAY 2019**

### ILFSN CULTURE DAY – INVITATION

**Only a few spots left**

**NEW SPEAKER – AVM GAVIN TURNBULL, DEPUTY CHIEF OF AIR FORCE**

**Friday 24 May 2019**

**Grant Thornton**

**Level 3, 170 Frome Street, Adelaide**

**12.30 to 6.30 (includes lunch, afternoon tea and networking drinks at 5.30)**

Sponsored by:

***Returning for a rerun after positive feedback from those who attended the first sold out session on 19 October 2018, and after numerous requests from Scholars who were unable to attend due to lack of space, lack of notice or other clashes. We are giving plenty of notice on this occasion.***

Originally conceived due to 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

These topics and more will be covered in the session 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.

- **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.
- **Air Vice-Marshal Gavin Turnbull**, Deputy Chief of Air Force. Gavin was appointed Deputy Chief of the Air Force on 1 May 2017 after a distinguished career, flying fast jets and rotary wing aircraft. He served in the Sinai Desert and later completed two tours of the Middle East, the second imbedded with the US command, for which he was awarded the United States Bronze Star Medal. He received a Member of the Order of Australia (AM) in the Australia Day 2016 Honours list. The Australian Defence Force is respected around the world for its ability to achieve impossible results with minimal resources. The key ingredient in this is the "culture" of the service. Gavin will provide his insights into the top three ingredients for this winning culture. His views are especially relevant to Scholars as the Air Force has the highest proportion of technically skilled employees. He is a close colleague of our Chief Entrepreneur, Jim Whalley, and hence has a good insight into Jim's plans for the future of business in SA.

To reserve your place, RSVP to Suzi [suzi@industryleaders.com.au](mailto:suzi@industryleaders.com.au)  
by Friday 10 May 2019



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

*The following articles can also be seen on the ILF website.*

**Beach Energy, Carrie Trembath (ILF2017) and Glenn Toogood (ILF2018), announces top of the range results. *Advertiser 1/5/19***

[Read the article](#)

**Axiom Precision Manufacturing, Jim Grose (ILF2016), held up as an automotive manufacturing transformation success story. *Advertiser 27/4/19***

[Read the article](#)

**REDARC, Anthony Kittel (ILF2010), Ben Marsh (ILF2013) and Jo Hugman (ILF2014) building capacity in electric vehicle charging and support field. *Advertiser 23/4/19***

[Read the article](#)

**On the Run, Peter Piliouras (ILF2014), Expands interstate and grows employment here in SA. *Advertiser 23/4/19***

[Read the article](#)

**Thomas Foods International, Nekta Nicolaou (ILF2018), introduces new fully automated potato grading and packing line. *Advertiser 19/4/19***

[Read the article](#)

**Maggie Beer Products, Chantale Millard (ILF2017) buyout by Longtable completes with Chantale appointed Group CEO in South Australia, taking responsibility for Paris Creek as well as Maggie Beer Products.**

**Congratulations Chantale. *Business News Australia, 16/4/19***

[Read the article](#)

**Kojo, Dale Roberts (ILF2013), wins big bash Cricket content contract. *Mumbrella, 17/4/19***

[Read the article](#)

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Kind regards  
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