

November 2014

Welcome to the fourth Industry Leaders Fund newsletter for Scholars.

In this newsletter you can read:

- **LinkedIn** Industry Leaders Fund Scholars Network Group
  - *Join now and be in the running for a bottle of fine wine.*
- Industry Leaders Fund Scholars Network Committee
  - *New Chairman.*
- Industry Leaders Fund Awards Ceremony
  - *See pictures of all the stars of the evening, our new Scholars.*
- Industry Leaders Year end news
  - *ILF AGM*
- A couple of thoughts
  - *How specialised is leadership by industry sector?*
- ILF Scholar Network News
  - *August function photos.*
- Scholars in the Media
  - *Lots of achievements.*
- Scholar News
  - *Increasing volumes of great publicity.*
- Scholars in Depth
  - *Fascinating tales about two Scholars who you may not know much about.*
- Key Dates for 2015
  - *Get an idea of next year's functions plan.*

**LinkedIn** INDUSTRY LEADERS FUND SCHOLARS NETWORK GROUP

**THE SCHOLARS NETWORK LINKED-IN GROUP NEEDS YOU!!!**

**JOIN NOW!!!!**

A good number of Scholars have joined but not all. The Group is a great way to keep up to date with developments that affect the ILF and you, the Scholars. I would be interested to know why some members have not joined. If the only reason you have not is because you have not got around to it yet, here is an incentive. **Every member registered as at 15 December** will be entered into a **draw for a bottle of Blue Gold award winning Sparkling Red**. A great way to celebrate Christmas. If you have another reason for not joining please drop me a line.

**THE SCHOLARS NETWORK LINKED-IN GROUP NEEDS YOU!!!**

**JOIN NOW!!!!**

Thanks.

*Geoff Vogt*

## **INDUSTRY LEADERS FUND SCHOLARS NETWORK COMMITTEE**

The composition of the committee will be changing in February.

The Inaugural Chairman, Anthony Kittel will have completed two years in the role in February and agreement has been reached for Eddie Lane to take over the reigns. Eddie has been a strong contributor as a committee member setting up the LinkedIn group and running the member survey earlier this year. We look forward to his chairmanship with interest and confidence that the firm foundations set by Anthony will be developed for the benefit of all Scholars. We are very grateful to Anthony for his time during what has been a very busy period in REDARC.

Since the last newsletter the committee has turned its attention to arranging great speakers for next year's cocktail functions. A half day seminar is also being planned and we will be advising details in the New Year when planning is finalised.

## **INDUSTRY LEADERS FUND AWARDS CEREMONY**

The highlight of the ILF year is the awards ceremony which was held at the National Wine Centre on 15 September. Two hundred guests heard Bruce Carter explain his forthright views of leadership and the need for Governments to set the right conditions for business by being brave and honest. A major message was, you will get the rewards if you stick to a job when the going gets tough; don't go missing just because times are challenging. Bruce then presented thirty three scholars with awards worth in aggregate \$392,000. As predicted in the last newsletter, the members of the network came close to doubling. We now have 66 scholars into whom the ILF has invested \$847,000 in five rounds of awards.



















## **INDUSTRY LEADERS FUND YEAR END NEWS**

The ILF held its AGM on 13 November and it was pleasing to see continued strong interest in Board roles. There were six nominees for five vacancies. Grant Tinney has been an Honorary Board member right through the formative years of the ILF and made a very strong contribution in 2014 as a member of the selection committee when we had the largest field of applicants ever to be considered and conducted a record number of interviews. He is the epitome of the saying “when the going gets tough the tough get going”. I suspect that Bruce Carter would be happy to hold Grant out as an example of the sort of leader who has what it takes to be successful no matter what the world throws at him. Grant’s wife, Sarah tells us she was hoping that with Grant standing down from the Board there might be more family time, but he has been awarded a well-deserved scholarship to attend the Governor’s Leadership foundation Program in 2015. With his Precise group businesses now forging ahead in a strong growth phase and the new academic commitments he is likely to be busier than ever. We are very grateful to Grant for his input and congratulate him on his new found success. He has been informed that we look forward to seeing his application for a grant in a couple of years.



**Grant Tinney**

**David Heaslip**

David Heaslip is the Managing Director of the fast growing Century Group and is currently President of the Australian Industry Group South Australia Council. David is known as a quiet achiever and is an ILF Scholar with his grant having been awarded in 2012. As a scholar and actual member of the ILF it is likely he will add significant value as the newly elected Honorary Board Member.

Financially the ILF remains in good health although recent gyrations in the stock market have added a degree of unwelcome excitement.

The new online application system worked well in 2014 but we have identified a number of enhancements to make it even better next year. Thanks are due to the 2014 Scholars who made constructive comments to help us improve the system. It is offline until that process can be completed, but if you are planning to apply for a grant or you have recommended someone to apply next year application forms can still be downloaded and submitted by email, fax or post.

## **A COUPLE OF THOUGHTS**

- Leadership adaptability

Did you know that famous leadership guru, Peter Drucker wrote that the keys to successful leadership in different industries comprise 90% common factors and only 10% special industry knowledge? In other words leaders should not be afraid to adapt to other industries nor to employ leaders from outside their own industry. Adaptability is more attainable than we are led to believe.

- Employment Generation

We hear of the government regularly offering grants to companies to get advice or buy equipment to build employment and often industry leaders complain the government does not give them enough support. Based on a government grant for a distillery in the Riverland the benchmark seems to be \$50,000 of government investment per long term job.

The ILF approach is to offer grants to develop leadership ability. In the case of Redarc, Anthony Kittel told the ILF Selection committee in 2010 that he did not expect to employ more than 85 people in Adelaide where all the smart developmental work would be done because mass production would have to be done offshore to tap into cheap labour. Redarc is at 100 employees and Anthony is currently developing a plan to expand to 120 or more. He has told us a lot of that extra expansion is attributable to the knowledge and networks he established at the Harvard Owner President Manager Program. Anthony's grant cost the ILF less than \$40,000, or less than \$3,000 per extra job created to date, and there are more jobs to come.

## **ILF SCHOLAR NETWORK NEWS**

The ILF Scholar Network's second 2014 function hosted by Macquarie Private Wealth featured an insightful and very practical speech full of leadership tips from Frank Seeley AM. One of the most memorable tips was that you must find time to celebrate success, but only for a moment. Frank spoke for longer than the allocated time but there was not an observable lapse of concentration, even for a second, with question after question generating more rapid fire succinct and inspirational lessons.







Look out for invitations in March for the next function which will be held in late April or early May. That is a bit later than normal as we steer clear of Easter and the school holidays.

## **SCHOLARS IN THE MEDIA**

Corrina Wright (2012) won a trophy for best white wine (Oliver's Taranga 2013 Fiano) at the Australian Alternative Varieties Wine Show in November 2014. At the awards she was fed and cuddled by celebrity chefs, Frank Camorra and Stefano di Pieri. Swapping a meal of excellent food for a galls or two of Oliver's Fiano sounds a fair swap, but it seems the celebrity chefs got the best deal out of the cuddle exchange.

Shane Kelly (2013) was named South Australian exporter of the Year in October 2014, within three months of being awarded the EY Entrepreneur of the Year for the Central Region in the Technology category 2014. Pleasingly the Advertiser article mentioned Shane's ILF grant, thanks Shane.

Andrea Mead (2014) featured in the Advertiser "quiet achiever" section on Saturday 15 November. The article described how other very experienced managers thought was doomed to fail when she and her husband bought it and how they built it into a business that feeds the army. Heatlie Barbeques make the "Rolls Royce" of Barbeques and top quality robust Bain Maries. Thanks to Andrea for arranging for her ILF grant to be mentioned in the article.

Quality Plastics and Tooling [Joe Matto (2014)] and Smart Fabrication [Emilio de Stefano (2014)] featured in a short article in the Advertiser on 11 November announcing their success in obtaining grants from the government for advisory work to be completed. Sage Automation [Andrew Downs (2013)] was also mentioned for providing advice to Tuckers Natural.

Anthony Kittel and Jeremy Hawkes featured in an ABC 7.30SA report on the ILF on Friday 7 November. There is a link on the ILF Website if you would like to see what is a great piece of journalism. Sadly there may be no other opportunities to gain this sort of coverage due to the apparent conversion of the ABC into the SBC (Sydney Broadcasting Corporation).

Stephen Todd was the photographic star of the Advertiser Business Magazine on 4 November. Two pictures of Stephen were included in an article about the application of lean principles in wineries.

B-d Farm Paris Creek [Melanie Malig-Spranz (2014)] won double at the annual FoodSA food industry awards on 20 November. They were awarded the Thomas Foods International Primary Producer Award for greater than 15 full time equivalent employees and the Peats Soil and Garden Supplies Sustainability Award for greater than 15 full time equivalent employees. Congratulations Melanie and the team.

Woodside Cheese Wrights [Kris Lloyd (2014)] won the Foodland SA New Product Award for less than 15 full time equivalent employees at the FoodSA food industry awards on 20 November. This came just after her involvement as a judging team leader at the World Cheese Awards in London. The local award is well-deserved recognition for a distinguished world industry leader. Well done Kris.

## **SCHOLAR NEWS**

***This section has been compiled from information sourced from newspapers, media and conversations. If you have news about yourself or another Scholar please let me know so it can be included in future ILFSN newsletters.***

Anne Hinton (2014) has announced that TGR has entered into a joint venture to market ultra assay solutions. These solutions analyse proteins and allow faster more accurate diagnoses of certain conditions. It is expected these world leading products will generate strong market growth for TGR. How much better will this product perform when Anne has completed the Harvard Strategic Negotiations Program?



Grant Wilckens reports that the celebration of the tenth anniversary of Discovery Parks was celebrated in Adelaide recently with 100 park managers flying in from around the country. They listened to Glenn Cooper AM (ILF awards presenter 2012) and Frankie J Holden amongst others. What an excellent way to bolster spending in SA and promote our state's best attributes. Well done Grant.

Pia Goetjens (2013) advised under questioning that she is disappointed that she only received 97% for the first accounting exam in her Bachelor of Management Course at UniSA. She had become accustomed to perfect scores. Everyone I have mentioned this to agrees that they would have been really happy with 97%. Keep up the good work Pia.

Richard Inwood (2013) has resigned from Tindo Solar and joined the Barossa Co-op. The Co-op has big expansion plans and intends to source more product locally. Richard expects to be closely involved in the rollout. In the meantime if you are looking for some Christmas present bargains Richard could be the man.

In the last newsletter we speculated that Rick Candy's (2012) lean manufacturing experience is in such high demand he may be able to give up his day job in favour of the professional speaking circuit. Rick has in fact decided to give up his day job but not to become a professional speaker. He will be joining the SA Ambulance Service as a paramedic. Although his leadership skill contribution to the wealth creating sector will diminish he will continue to contribute the UniSA knowledge to the betterment of South Australia. As Christmas approaches we will all take more care on the roads, wont we! However if I have a lapse I will be wanting to ensure it is near his ambulance.

Peter Cox, Dale Roberts and Corrina Wright have recently completed the Mt Eliza Leadership 21 course. Apparently the course was excellent, and the mentors were very friendly but maybe did not issue the call to action that was expected.

Ben Bryant has recently returned to Adelaide from his Hong Kong secondment. Being a modern man one imagines that Ben has happily volunteered to make up for the loss the low cost hired household help.

Carl Heyne (2014) and George Ujvary (2014) completed the Japan Lean Tour run by Shinka Management in November 2014. Apparently the tour involves quite a bit of eating to ensure the tour members maintain their energy levels. As a culinary expert and food lecturer it is reported that George learned nearly as much about Japanese cooking as he did about lean manufacturing, and apparently he taught the locals a thing or two about their own cuisine. We would be interested to know if he is paying double for the tour because of the extra benefit, or charged consulting fees to defray some of the costs of the tour. In case you are thinking they are wearing dressing gowns in the photo, we are reliably told they dressed in Japanese dinner suits.



## **SCHOLARS IN DEPTH**

This is new a section which will introduce scholars who are doing interesting things in SA. You may not otherwise know much about them because they are working in areas that tend to attract less media attention.

### **Dr Derek Rogers**



One of the first things people discover about Derek is that he likes the title Dr. He explains “It's a very sad tale as my mum passed away at the start of my PhD and my dad shortly before the end. It would have been simpler to give up but I'm glad I didn't and so I have really lived my life in two halves, before that time and after that time.” He was born at Le Fevre Peninsula Hospital at Semaphore, which is nowadays a retirement home and he jokes that where he began he will finish.

He was educated at Largs Bay Primary School and Taperoo High School before University. A good insight into his individualism and good taste at primary school was demonstrated when his football team had to swap the school colours for Port Adelaide jumpers during a match. He refused and much to the amusement of all was the only person wearing a Sturt jumper. “I was a lousy footballer but loved the game and the team element.”

Without a Port Pirie Smelter's scholarship he may have not gone to University and certainly would not have spent a couple of summer holidays doing work experience there. He was careful with his scholarship money and devoted it plus earnings from ten years of working part-time in Harris Scarfe's camera department to his education, explaining “your education is the best investment you can ever make”. He topped the degree in electrical and electronic engineering, a field he loves and then went back for an extra year for a degree in mathematical and computer sciences, before another scholarship for a PhD in mobile phones.

After the PhD he took a pay cut for his first job where his tasks ranged from assisting one person start-ups to a working group for the Prime Minister's Science and Engineering Council on rural and remote communications. However, most importantly, working in a team of engineers, economists, social scientists and regulatory specialists showed him the value of multidisciplinary teams and benefit of accessing different perspectives. Then to Motorola where he worked on telematic systems (combined GPS location and communications) for vehicles and then handsets - technology that we are only now starting to consider as commonplace. “This also showed me that Australia could be the best in the world as I worked with and led teams in Chicago and Phoenix.” While with Motorola he completed a Masters in Science and Technology Commercialisation, between the University of Adelaide and University of Texas at Austin, working with inventions out of NASA and others. This sewed a passion for creating new ventures, be that within a company or independently.



After Motorola he went to BAE Systems and several orders of magnitude change with a budget of \$35 million leading a team of 40 people on a helicopter project allowed him to completely reinvent himself as a leader. Again he came away with the view that Australia really can deliver complex engineering projects on a realistic timescale and budget provided there was a focus on the team and truly getting the best out of people.

Transferring to Saab Australia to add more experience Derek initially worked on the new Amphibious Assault Ships for four years. More recently he has been trusted to lead teams across Australia, Indonesia, Sweden and New Zealand in developing an unmanned (autonomous) surface vessel; a drone if you like, with applications for anti-piracy, search and rescue, payload delivery, mine countermeasures, harbour protection, anti-submarine warfare, and oceanographic and hydrographic research. "This is again a technology that I think you can expect to see a lot more of in five to fifteen years"

"But again, that's only a part of me. I have a lovely partner in Romana from Transylvania, who with her background in Information Technology and Hydraulic Engineering is a good fit for me." Derek runs a small photography business, Suitcase Photography, which is really an experiment in entrepreneurship and his retirement venture in twenty years' time. Suitcase Photography reflects his passion for travel with 76 countries, 7 continents and a book to be completed, "when I finally visit a country starting with the letter Z." "Ah, and I have adjunct roles at several universities too, and sat on the Federal Government's Advisory Council on Intellectual Property for three years, involved in changes to patent and design laws."

In essence it is apparent that Derek aspires to both depth and breadth, art and engineering, people and passion, diversity and keeping an open mind. Learning and applying are the two things he really likes.

"I am extremely grateful for the ILF grant and the opportunity that affords, and I look forward to returning that benefit to the State. So thank you again to the ILF, I think what you do is fantastic and should be widely applauded."

### **Meagan Franklin**



Meagan is the Company Secretary for Cowell Electric Supply Pty Ltd, a power line construction and trade services provider that operates in all remote and regional locations of Australia, with its head office in Cowell, an hour south of Whyalla, on the Eyre Peninsula.

Raised on a farming property near Paskeville, the third of four children all of whom were expected to help "run the business" as they grew up. They did not receive a single payment but Meagan says they knew why we had to and it was never a chore, especially if driving something was involved. Another bonus was it

provided experiences and responsibilities from a young age that not a lot of non-farming children would ever experience. "In country areas volunteering was the norm and we grew up watching our parents involved on various committees and expecting to help wherever possible. My siblings and I are all results focus and it is fair to say we got this first hand from our parents and grandparents work ethic."

Schooling up until year 11 was completed in Kadina Primary and High Schools followed by boarding at Immanuel College in years 11 and 12. During her schooling Meagan was actively involved in everything from sporting representative teams, musical groups and excelling in debating; "I was never short of a word to say". At every year level she was elected as a member of the student representative council; recognition of her leadership skills from a very early age. Meagan says she did not recognise these skills for what they were until she was elected deputy head prefect in Year 12, a hard act for a person that had only been a member of the school for 1 year prior.

Her parents always encouraged Meagan to pursue something within the business field, utilising her natural abilities in mathematics and all thing numbers and Adelaide University's Bachelor of Commerce offered her an appealing variety of subjects.

In her final year of university she joined the Catholic Education Office installing a new finance and administration software package and training school administrators as it was rolled out to all schools in South Australia. "I enjoyed this work immensely and this is where I discovered my abilities to successfully project manage software installations, a job I have done many times over the course of my career".

In 1999 Meagan relocated to Cowell with her electrician/farming husband and entered the world of tax accounting. She spent 4 years learning why she wasn't suited to small town tax accounting but did gain Certified Practicing Accounting status.

After 12 months off with her first child she re-entered the workforce on a part time basis with Cowell Electric Supply Pty Ltd as their Assistant Accountant and Quality Manager and moved into the company secretary position in 2006. Over 11 years with the company she has performed nearly all functions within it, experienced its growth phase, had another child, and experienced its tough years all the while enhancing her leadership capabilities and business acumen.

She is a passionate believer in all members of rural communities, especially children, being able to experience as many opportunities as their metropolitan counterparts and she sees the only way to achieve this goal is through the efforts of volunteers. Meagan is involved in a wide range of not for profit organisations, from community development groups, executive positions on sporting committees, sports coaching and is the Lutheran church youth and young families' coordinator. "These are extremely rewarding pursuits and through my involvement I hope to motivate others to become involved and instil the importance of giving back to the community in my children whilst providing them with all the opportunities I was privileged to experience as a child."

"Receiving the grant from the industry leadership fund has given me the opportunity to experience a training program that was unlike any other professional development I had completed before. I consider the assistance I received from them to be paramount to my success as a future leader of industry and look forward to continuing my association with the group through the Scholars Network."



**KEY DATES FOR 2015**

Date/Time	Event	Location
Date TBA, Time 6.00pm to 8.00pm	ILFSN Cocktail Function	KPMG, 151 Pirie Street, ADELAIDE
Date TBA, Time TBA	ILFSN Half day development seminar	TBA
Date TBA, Time 6.00pm to 8.00pm	ILFSN Cocktail Function	Macquarie Private Wealth, 151 Pirie Street, ADELAIDE
Date 12 October, Time 5.30pm to 7.30pm	ILF Awards Ceremony	TBA

These functions are all in planning. Details and invitations will be announced as they are finalised.