

DECEMBER 2015

WELCOME TO THE SIXTH INDUSTRY LEADERS FUND NEWSLETTER FOR SCHOLARS

In this newsletter you can read about the following:

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Contributions

If there is news about achievements by you or your employer please let us know. Your achievements are evidence that the ILF is doing useful work. For those of us who volunteer or work for the ILF this news is a real reward. We know your achievements are of interest to other scholars. Please don't allow bashful tendencies to prevent us all from being able to celebrate with you.



Chairman's Message

Welcome to our end of year ILF Scholars Network Newsletter.

Our annual awards night was another great success and one which I thought had a real vibe and energy amongst all those that were there. It was well supported by the top end of the SA business community as well past scholars, board members and guests. I must say, it was probably our best awards night yet.

I should also welcome the 20 new scholars to our network and look forward to hearing about the learning's from their chosen professional courses.

We have continued our evening cocktail functions where we heard from some fantastic speakers including Robert Kennedy (Ramelius Resources) and Paul Crawford (CMV Group). These evening functions present a fantastic opportunity to network amongst fellow scholars and gain some meaningful insights from some inspirational speakers.

Through 2015, the committee has been working hard to continue to deliver an exclusive program that should be of real benefit to all scholars. The ILFSN introduced our first ever half day training seminar, held by Ron Kandelaars, Kelly Nester & Helen Tiller on media training. Feedback from this first training seminar was overwhelmingly positive with more than 85% of attendees rating the presenters as outstanding. Due to this success, we have looked to repeat this in February for those that wanted to see the alternate speaker. If you didn't get to our first one, I encourage you to certainly make the effort to get to the second.

I am also proud that more exciting and exclusive events and programs will come online next year. The ILFSN will be an organisation which you will find extremely valuable both professionally and personally.

I have to thank our committee for donating their time and valuable skills to what is proving to be an ILF Scholars Network that will be like no other network in the state. Thank you to Geoff and Suzi who work tirelessly behind the scenes and ensure our events run smoothly.

Please stay safe as we approach summer and the warmer months and take extra care on our roads over the looming Christmas period. I wish all of you the most wonderful Christmas and look forward to seeing you all again in the new year for a prosperous 2016!

Best Wishes

Eddie Lane

Chairman

LINKEDIN

Thank you to all of the Scholars who have connected with the LinkedIn Industry Leaders Fund Scholars Network Group. For those who haven't yet please do so, it is a great way to keep up to date with developments that affect the ILF and you, the Scholars.

At each Scholars network function in 2016 there will be a door prize for a member selected at random, from attendees who are also members of the LinkedIn Group.

COMING EVENTS –

MEDIA TRAINING SEMINAR – 9 FEBRUARY 2016

Due to its popularity, another media training seminar will be held in the same format as the previous media training seminar.

It will be held at Flinders at Tonsley from 12.30 pm to 6.30 pm. Invitations were emailed on the 17/12/15. Please let Suzi know if you have not received yours.

The seminar will be free of charge, thanks to the sponsorship from William Buck and the Economic Development Board.



COCKTAIL FUNCTION – 20 APRIL 2016

Darren Thomas CEO, of Thomas Foods International has agreed to share some of his business insights with ILF Scholars on 20 April. Thomas Foods commenced operation in 1988 and is still a family owned company with turnover now in excess of \$1Billion for annum. It has a strong commitment to South Australia. One of their secrets to success is to maintain exacting standards while innovating and expanding. Another is the dedication of their people.

Please reserve the date, Wednesday 20 April 2016 at 6.00 pm, to be held at KPMG, 151 Pirie Street, Adelaide
Invitations will be sent out next year.



PAST EVENTS ROUNDUP

MEDIA TRAINING SEMINAR – 1 JULY 2015

The Media Training Seminar which was held on 1 July 2015 was extremely popular with 30 Scholars attending. The seminar was split into two streams, Media training with Ron Kandelaars, and Presentations to Multiple Audiences, led by Kelly Nestor and Helen Tiller.

A survey was taken after the seminar, and 70% of Scholars would like to attend the stream they were unable to attend. Many Scholars who did not attend the seminar indicated a desire to attend, provided the seminar was organised in the summer months. The seminar was free of charge to the Scholars, thanks to the sponsorship from the Commonwealth Bank.



ILFSN COCKTAIL FUNCTION – 5 AUGUST 2015

The ILF Scholars Network's second cocktail function for 2015 was hosted by KPMG.

The Guest speaker was Paul Crawford from the Commercial Motor Vehicles Group. Paul gave a very engaging speech supported by some interesting slides. In essence he sees the current economic climate in SA as an opportunity to build a really strong base for the future. Paul said we need to understand, that the business climate has to be set appropriately, and needs to include a good quality of life. The government idea of picking winners has been proven to be unsuccessful. One of the best competitive advantages we have, is the quality, and number of young, highly skilled people compared with Sydney and Melbourne, where they can be hard to find and cost a lot more than in SA.

It was great to see such a strong Scholar attendance at the event.





Eddie Lane, Daniel Wilson, Rhett Payne



David Heaslip, Andrew Downs, Marc Allgrove



Shane Kelly, Alf Ianniello, John Scott



Geoff Vogt, Stephanie Morris



Emilio De Stefano, Steve Todd



Claude Cicchiello, Kris Lloyd, Marc Allgrove



Anne Hinton, Ashley Miller, Simon Atterton



Anne Hinton, Corrina Wright, Suzi Douflias



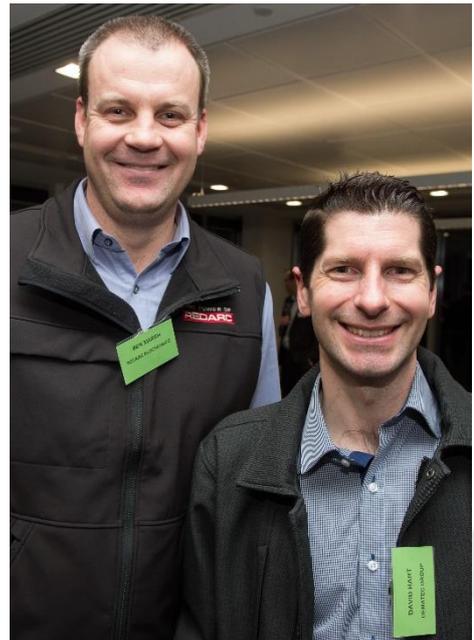
Peter Cox, Darren Ball



Kym Davis, Derek Rogers



Paul Crawford



Ben Marsh, David Hart

AWARDS CEREMONY – 29 SEPTEMBER 2015

The Awards Ceremony was held at the National Wine Centre on the 29 September with 180 guests in attendance.

Amanda Vanstone did a brilliant job holding the audience captivated with her speech, which included a number of punchy, thought provoking comments. One that has been quoted regularly is along the lines that people who complain that Adelaide is too quiet etc. and ask why we can't be like Melbourne or Sydney, but do nothing about it, should just leave Adelaide and move to Melbourne or Sydney.

Mrs Vanstone presented twenty one Scholars with awards worth in total \$235,000. We now have 86 Scholars with whom the ILF has invested over **\$1,000,000** in six rounds of awards.



Group photo of the 2015 Scholars



David McNeil, Col Peters, Paul Bradley, Alexander Kachellek



Sophie Betts, Amanda Vanstone, Cindy Dennis, Claire Wood



Kelly Keates, Victoria Angove, Amanda Vanstone, Ulli Spranz



Jing Lee, Geoff Vogt, Amanda Vanstone



Justin Boehm, Emilio De Stefano, Eddie Lane



Mayor Glen Docherty, Hon Dean Brown AO



Aaron Lepoidevin, Sophie Betts



Brett Woods, Tess & Darren Turner



Cindy Dennis, Monkia Leniger-Sherratt



Geoff Vogt, Simon Atterton, Andrew Kay



Hamish Hogben, Melanie Malig-Spranz



Jessica George, Ryan George



Darren Starkey, Ross Campbell, David Bruce, Jarrod Starkey



Madeline Golin, Ben Macey



Kym Welsby, Maria Welsby



Mark Andrew, Peter Hryhorec, Chris Henry



Richard Hockney, Douglas Fahibusch

SEVEN SECRETS TO GROWTH – 29 October 2015

The half day training seminar held at the University of South Australia, Business School received very positive feedback from the vast majority of the 25 Scholars in attendance.

The topic was the Seven Secrets-Scaling for Growth with Professor Jana Matthews. The program included opening remarks, completion of a questionnaire by each Scholar, an interactive lecture on the Seven Secrets and a discussion about the style of leader required at each stage of the growth of a business.

Post seminar feedback indicated that 22 Scholars felt the session met or exceeded their expectation. A number are negotiating to book further private sessions with Professor Matthews. For those who missed out, we are currently discussing with the ANZ, how and when, a follow up seminar might be organised.

The seminar was sponsored by the ANZ.



SCHOLARS IN FOCUS

SCHOLARS IN THE MEDIA

The Industry Leaders Fund Awards Ceremony was featured in the Advertiser and in InDaily on 30 September.

David Heaslip featured in an article, in the Advertiser Business Magazine on 2 June. Industrial manufacturer Century, selling its Beverley site and consolidating within the larger Edinburgh North facility as it adopts an “evolving” business model. The consolidation is part of its new strategy to become a long-term services and asset partner with its own intellectual property, instead of just supplying parts.

Kris Lloyd was quoted in an article, in the Australian Financial review, on 4 July as follows: “Kris Lloyd, who launched Woodside Cheese Wrights in the Adelaide Hills 15 years ago, says working collaboratively has been integral to her success. Her

network includes a broad range of producers from charcutiers to winemakers, who supply her with the must, used, in her famed, Drunken Goat cheese.

"I made it my business to go out and seek collaborations with other food producers," she recalls. "We don't have the economies of scale; we'd be fools not to work in a collaborative manner. The voice of many is so much stronger, than the voice of one." Among Lloyd's most successful collaborative ventures is Adelaide's annual CheeseFest, which she launched 10 years ago. The anniversary edition in October featured 25 cheesemakers from around Australia and was by far the most successful to date. Geoff says he is going to get some Drunken Goat cheese so he can have an excuse, if guilty of too much horsing around this Christmas.

Kris Lloyd (Woodside cheese Wrights) featured in an article in Hospitality magazine on 9 July, telling the story of how she accidentally became a cheesemaker.

Claude Cicchiello (La Casa Del Formaggio), was featured in InDaily, on 14 July, in The Vanguard, which is a weekly column highlighting innovation in South Australian business. With the heading – *Out of high school, into Harvard*, the article tells how Claude participated in Harvard's Owner President Management Program, after winning a grant from the Adelaide-based not-for-profit organisation, the Industry Leaders Fund.

Claude was also interviewed by Ian Henschke, presenter on ABC 891 Mornings, about his Harvard experience. The media tell us they regard Claude as good talent.

Ben Olsen featured in InDaily, on 24 July regarding Re-Timer glasses. Sleep technology developed in South Australia, has caught the eye of US researchers striving to give cancer patients much-needed relief from insomnia. Ben Olsen said the latest research application would support the opening of a US sales and distribution centre outlet, to expand the company's global reach, which includes outlets in Australia, China, Taiwan, and the Netherlands.

Re-Timer is another example of SA developed technology being manufactured in SA and taken to the world. Well done Ben.

Darren Turner (MiniJumbuk), was interviewed on ABC local radio, South-east, after being awarded a grant by the ILF, to attend a prestigious global CEO program. Thanks to Darren for extensively endorsing and promoting the ILF.

Powerhealth Solutions (**Patrick Power**), was mentioned in the Advertiser, on 8 September reporting that, Powerhealth has joined healthcare technology company E-Sehha to bring its patient costing, and patient billing systems to Saudi Arabia and Yemen. Powerhealth provides 1000 hospital departments with software world-wide.

Lenswood Cold Stores Co-operative Society (**Sophie Betts**), was mentioned in the Advertiser on 22 September. The Lenswood apple and pear processing facility will undergo an \$11.4 million expansion, aimed at lifting exports. About 50 new jobs will be created at Lenswood.

Sophie Betts overcame extreme nerves and interviewed well on ABC mornings with Ian Henschke on 30 September. The topics included new apple varieties that Lenswood will introduce progressively over future years, Sophie's career to date and her ILF award which had been announced the previous evening. Look out for new Lenswood apple varieties and packaging in 2016.

Jarrold Starkey featured in InDaily on 30 September, Jarrold was welcomed to the Australian Institute of Business. The Industry Leaders Fund was acknowledged for awarding a \$15,000 grant to Jarrold, to improve his leadership potential through education.

Jarrold also featured in the Whyalla News. "The Whyalla Junior Football League chairperson Jarrold Starkey was named the AFL's South Australian volunteer of the year". He was honoured at Government House and walked in the AFL Grand Final Parade.

Jarrold was also interviewed on SA Community Football Radio, as a dedicated volunteer for more than a decade.

Jarrold has helped others kick plenty of footy goals and the ILF are hoping with his new MBA knowledge, Jarrold will kick plenty of business goals.

REDARC (**Anthony Kittel, Ben Marsh and Josephine Hugman**) featured in InDaily on 1 October, with the heading – *SA manufacturer turned around through innovation*. 'REDARC is a manufacturing-turnaround success story from whom every other business in South Australia can learn'. The article writes about the growth of REDARC, after Anthony Kittel and his father-in-law Denis Brion bought the business in 1997. Five years later Anthony and his wife, Michele bought the whole company. In a separate article Anthony Kittel's life story was revealed in a recent edition of 4WD Touring Australia magazine.

Anthony Kittel was also mentioned in the Sunday Mail in July, describing how much better South Australia could be in 20 years' time.

Austofix (**Chris Henry**) featured in the BioSA News. The Ezy-Aim Electronic Digital Targeting System – developed by Austofix, with assistance from Flinders University's Medical Device Partnering Program (MDPP) – provides surgeons with an effective device to assist them during the insertions of nails and screws, when fixing bone fractures, removing the need for multiple x-rays.

Another example of SA developed technology being made here is SA and taken to the world. Congratulations Chris.

Robern Menz (**Richard Sims**) featured in the Advertiser, 1 December. FruChocs maker Robern Menz and Hills-based Emmaline's Country Kitchen have joined forces to create a new treat for the festive season, creating Emmaline's FruChocs Biscuits, which will retail exclusively at Robern Menz's three FruChocs SA outlets, Glynde, McLaren Vale and Hahndorf, until the new-year. They will be available in supermarkets nationally thereafter. This could be your delicious Christmas present answer for someone who already has everything.

Cold Logic (**Eddie Lane & Michael Riese**) featured in the November/December issue of Wine Business Magazine on being named 2015 Wine Industry Supplier of the Year. This was announced at a gala dinner held at the Festival Centre on the 22 October. The article also featured a story on the company's 30 years in business and its recent client success in bringing energy efficient refrigeration to the wine industry.

Kelly Engineering (**Shane Kelly**) was the winner of one of only three awards presented at the 2015 inaugural IMPACT Awards on 10 November. Based in Booleroo in the far north of South Australia, Kelly Engineering were selected for their innovative custom made farm machinery which has led to greater efficiencies for broad acre farms, while helping farmer's reduce their reliance on herbicides.

More than 80 per cent of Kelly Engineering's soil tiling machines are exported to North America, Europe, Africa and Asia. The company has grown from strength to strength with record international sales by providing a mechanical means to deliver operational improvements and control weeds.

Congratulations to Shane on notching up another big win.

Jon Seeley's father, Frank Seeley was inducted as an inaugural member of the IMPACT Awards Hall of Fame.

More than 300 of South Australia's brightest and most innovative minds paid tribute to Seeley International's founder and chairman, who turned a small cooling business into a global powerhouse.

Looks like Jon has even bigger shoes to fill. Hopefully the knowledge from Jon's ILF supported Chandler University course will assist.

SCHOLAR NEWS

INDAILY SA BUSINESS INDEX

Congratulations to the following Scholars whose businesses featured in the SA Business Index top 100 published in InDaily on 28/10/15:

Peter Piliouras 2014	Peregrine Corporation at 2
Neil Gibbins 2014	Beach Energy at 12
Peter Charlesworth 2013	Codan at 41
Jon Seeley 2014	Seeley International at 47
Grant Wilckens 2014	Discovery Parks at 56
Rebecca Baylis 2011	Nova Systems at 59
Sarah Cannard 2014	Nova Systems at 59
Cher Min Teo 2014	Nova Systems at 59
Chris Hartwig 2015	Korvest at 61
Andrew Downs 2013	SAGE Group Holdings at 64
Ryan George 2015	Mayfield Industries at 74
Anthony Kittel 2010	REDARC at 79
Ben Marsh 2013	REDARC at 79
Josephine Hugman 2014	REDARC at 79
Darren Turner 2015	MiniJumbuk at 87
Eddie Lane 2012	Cold Logic at 90
Michael Riese 2012	Cold Logic at 90
Melanie Malig-Spranz 2014	B.-d. Paris Creek at 92
Ulli Spranz 2015	B.-d. Paris Creek at 92
Jordan Parham 2015	FCT Combustion at 93.

PowerHealth Solutions (**Patrick Power**) now has 70 employees, compared with 50 this time last year.

Wirra Wirra (**Andrew Kay**) is the Official Wine Partner of the South Australian Cricket Association, and the Official Sponsor of the Adelaide Strikers. Imagine all the hoops Andrew had to jump through to meet the demands of Cricket Australia and the Stadium Management Authority, not to mention the needs of the SACA.

REDARC (**Ben Marsh** and **Anthony Kittel**) have released three new products: The Tow-Pro Elite which is the next generation of REDARC's award winning Tow-Pro Electronic Brake Controller, and to compliment this release they have developed a circuit breaker kit. Also released, is the next generation of The Manager 30, featuring Lithium charging profiles. Export activities have been focussed on developing relationships in Europe.

REDARC's workforce has increased approximately 6% with eight new people employed in the last few months.

REDARC won the Excellence in Innovation, at the Technology Industry Association Achievement (TIA) awards, held on 24 July, beating six finalists. At the same event James Albrechtsen, an up and coming manufacturing engineer at REDARC won the Young Achiever of the year award.

Douglas Fahlbusch (Perioperative) has changed his course. The ILF agreed that participating in the Key Person of Influence (KPI) – Accelerator Program would, in this case, provide superior learning outcomes compared with the excellent Innovating Health for Tomorrow Program at INSEAD. Hospitals often say, that they don't understand how to create an excellent experience for their patients, staff, and doctors. Douglas believes the KPI program teaches that creating a better connection with people helps to create that excellent experience, increasing healthcare quality, and making the hospital more successful.

Steve Todd and **David Heaslip** were both recognised for five years-service mentoring undergraduates with the University of South Australia. Geoff says he has grown and learned huge amounts from being a mentor and a mentee. Hopefully Steve and David have had a similar knowledge dividend so the five year recognition is icing on the cake. Well done Steve and David.

Bowhill Engineering (**Jeremy Hawkes**), was awarded the Small Employer of the Year Training award at the South Australian Training Awards on 11 September. Bowhill also won the Service to Industry award at the National Earthmover and Civil Contractor Awards in Melbourne on 16 October, and the Large Business award at the Regional Business Awards held in Mannum on 21 October.

Seeley International (**Jon Seeley**) launched the world's first high performance inverter axial evaporative cooling range. The "Climate Wizard" delivers huge energy savings and demonstrates that innovations can be developed and brought to market from South Australia and just in time for the Paris climate change accord. Congratulations for choosing the perfect moment, Jon.

Kay Brothers Amery Wines (**Steve Todd**), and DBG Technologies (**Daniel Wilson**), are doing business together. Kay Brothers Amery Wines is the oldest winery in SA's McLaren Vale region, run by the Kay family for 125 years. The brief to DBG was, "use the 125th year as a major stepping stone", to 'relaunch' the brand, and on-line presence. Steve reports an excellent job was done by DBG.

SAGE Automation is making real progress, and **Andrew Downs** says, "a lot of the credit must go to the Harvard, Owner President Manager Program". Recently SAGE have announced a joint venture with Navantia, ASC's Spanish, ship builder partner, on the Air Warfare Destroyer project.

The latest win for SAGE is a key role in the new O-Bahn underpass project on Hackney Road.

Rhett Payne advises that Country Blinds is expanding more rapidly, than he would have expected was possible, before he attended the General Management Program at Mt Eliza.

GPA Engineering (**Ben Macey**) is working with Mayfield Industries (**Ryan George**) on the Santos Gladstone Liquid Natural Gas project.

Two Santos GLNG contracts have been won by local South Australian companies for the development of coal seam gas wells in Roma West, Queensland. GPA has performed the design of wellhead gas processing equipment and Mayfield won the tender to manufacture and supply this wellhead gas processing equipment. There are over 100 wellheads needing this type of equipment in the Roma West field. The process equipment will separate gas and water at each wellhead including safety shut off, control and metering.

Gelista (**Peter Cox**) have released new packaging for Gelista's premium gelato. Gelista is the perfect antidote for South Australia's famous heatwaves.

SCHOLARS IN-DEPTH

Kris Lloyd

Kris Lloyd is CEO and Head cheese maker of Woodside Cheese Wrights a specialist cheese maker of goat, cow and buffalo cheeses, based in the Adelaide Hills in South Australia. All the cheeses are made to traditional methods by hand at the factory in Woodside.

Kris is a self-taught cheese maker and has now been making cheese for around 18 years.

Kris is supported by a passionate team of cheese makers producing cheeses with a point of difference and individual character. She has also pioneered a range of seasonal cheeses, with innovative packaging and presentation, to take advantage of seasonal variations in milk supply. Kris works closely with chefs around Australia to develop cheeses exclusively for their menus. She has grown the business tenfold since its purchase in 1999.

In 2004 Kris established the South Australian Specialist Cheese Association "Cheese SA" to promote specialty cheese and introduce industry driven education and training programs to South Australia. Kris is also the Director and Founder of CheeseFest, a Festival designed to raise awareness of specialty cheese and celebrate the Cheese Maker. CheeseFest has grown since the first festival in 2006 to be a nationally recognised event. The 2014 CheeseFest was staged over two days attracting in excess of 20,000 visitors, and in 2015 it was extended to three days with an even greater attendance.

Woodside Cheese Wrights was awarded gold medals at the World Cheese Awards in 2008, 2009, 2011, 2012 and 2013. Woodside was the only Australian cheese maker awarded a gold medal in 2008 and remains the only South Australian cheese maker to receive a gold medal at these awards, where over 2800 cheeses are judged from 33 countries around the world. In 2012 and 2013 Woodside was awarded a Super Gold medal at these awards. In 2013 Kris was invited to judge at the World Cheese Awards in London, she was the only Australian Judge and the first ever South Australian Judge. She was invited back in 2014 and again in 2015.

In 2008 Kris founded the Cheesemaker in Residence Program of which she was Chair. The program was awarded State Government funding to help in the skilling of current cheese makers and offer a pathway for new cheesemakers to learn and train. The program was highly successful and introduced French and American cheese experts into the South Australian cheese making industry.

Kris has been the driving force behind the establishment of The Artisan Cheese Making Academy Australia, which is the only cheese making school in Australia to address Artisan style learning for cheese makers.

It offers both hands on and technical learning. She is chair of the Academy Steering Committee.

Kris was invited to speak about Woodside Cheese Wrights and Australian cheese making in October 2013 at The International Cheese Festival held in Italy. Her presentation to an international audience was translated into Italian and French.

In 2013 Kris was inducted as one of the Women Influencing AgriBusiness and Regions in South Australia to assist and mentor other women in agriculture.

Kris continues to be involved in many aspects of the cheese and food industry in South Australia and Australia. She writes a monthly cheese column for The Adelaide Review print media and is a fervent supporter of regional foods, farmers markets and producers.



KRIS'S QUOTE

The opportunities that the Industry Leaders Fund presents its recipients is outstanding and should not be underestimated as continuous learning is vital for all leaders. Thank you for having the foresight to establish the fund and allow so many people flourish from it!

Eddie Lane

It is highly likely you would have seen or heard of Eddie Lane who has been an active member of the inaugural Industry Leaders Scholars Network Committee before taking over as chairman from Anthony Kittel in February this year. His active role in the ILFSN and within the business community has now seen him nicknamed 'Eddie Everywhere'.

Eddie is a partner in SA's largest industrial refrigeration company, Cold Logic. They recently celebrated their 30th year in business in 2014 and believe it or not, even at the age of 33, Eddie has been involved since its inception in 1984. Ok so he might have been only 2 years old but Eddie witnessed his father David partner up with current managing director, Jeff Cannan and the two embarked on servicing the South Australian market for industrial refrigeration.

He commented on watching the hard work and long hours his father devoted to the business, particularly in the early years. This put quite a strain on the family life for his mother and younger sister, with his father being away up to 36 weeks of the year. He developed a strong work ethic just observing his dad and his interaction with clients. He thanks the 'gift of the gab' to spending countless hours in the school holidays working in the business and learning from his father.

Eddie has always been a SA boy, attending Walkerville Primary, Prince Alfred College and then University of South Australia where he studied a double degree in Marketing and Business Management. His business talents started to grow while at UniSA where he was awarded the Pank Prize of Entrepreneurial activity and a \$10,000 grant.

While studying he worked as an assistant manager at well-known fine wine retailer Baily & Baily liquor stores. The love affair with wine started and so too did the expensive habit of collecting wine. After Baily & Baily was sold to Woolworths, Eddie started full time work for local wine wholesaler Empire Liquor. Eddie rapidly rose through the ranks and was promoted to Sales & Marketing Manager for SA/NT at the age of 24. They acted as agents for more than 16 wineries, including well-known names as d'Arenberg, Oyster Bay, Balnaves and Hentley Farm. This also included distributing the odd imported beer, 144 individual types from 33 countries if you don't mind! This role continued to develop him in a professional sense with the owner taking an active role as a mentor during his 3 years with the company.



Eddie then took up an opportunity within the growing water sector and joined Integra Water as SA operations manager in 2008. They serviced, designed and built large scale filtration systems as well as supplied a comprehensive range of industrial water treatment chemicals. After 3 years, Eddie was then promoted as State Director and

given the task of managing a national division with a state based team of 30 employees. Eddie managed the business through a rapid growth phase in excess of 54% per year, which certainly challenged the team and his leadership skills.

The most interesting part of Eddie's journey was the family connection to refrigeration. In his younger years, his father encouraged him to complete a refrigeration engineering degree or even a trade as a refrigeration mechanic. But as seen by most youngsters, he was adamant he would do his own thing and was not going to ever be involved in refrigeration or the business.

Well after all the different roles in different industries, Eddie still couldn't resist the pull back to the family business. He believes that refrigeration must run in the blood! Not sure if that makes him cold blooded?? While his father had retired out of the business some years back, Eddie took up the offer by the Cold Logic managing director in 2013 to join the business as partner and shareholder in the role which once was his fathers. Cold Logic has gone from strength to strength in last 2 years and recently was announced in the Top 100 SA businesses and awarded the 2015 Wine Industry Supplier of the Year.



While all this has been going on and his frequent travel to help grow their Melbourne office, Eddie has also found time to grow his young family. He and his wife have just had their third boy Charlie in July, a younger brother to Archer 2 and William 5. It's a busy household and Eddie's father continues to remind him that its Karma, that the



boys are so busy with what he had put his mother through when he was the same age.

Outside of work, Eddie is a keen Crows supporter and can be seen religiously at the cricket each year (albeit out the back in the village green!) He has supported Novita Children's Charity and the Royal Flying Doctor through his regular entry in Outback Odyssey OzBash with his 1963 EJ Holden Station wagon. He has completed 8 bashes in total and won the event with his father in 2008, a highlight for him and his father.



He is still an avid wine lover and takes an active interest in both the SA Wine Industry and consuming its produce. He has recently taken up a board position with the Wine

Industry Suppliers Association.

KEY DATES 2016

DATE / TIME	EVENT	LOCATION
Tuesday 9 February 12.30pm to 6.30pm	Half Day Media Training Seminar	Flinders at Tonsley 1284 South Road Clovelly Park
Monday 15 February 4.30pm	Committee Meeting Committee members only	ILF Office 45 Greenhill Road Wayville
Tuesday 20 April 6.00pm to 8.00pm	Cocktail Function with Darren Thomas	KPMG 151 Pirie Street Adelaide
Monday 6 June 4.30pm	Committee Meeting Committee members only	ILF Office 45 Greenhill Road Wayville
August Exact date to be confirmed	Half Day Training Seminar – Topic not yet decided	TBC
A Tuesday in August Exact date to be confirmed	Cocktail Function	TBC
Monday 26 September 5.30pm to 7.30pm	Grant Awards Ceremony	TBC
Monday 7 November 4.30pm	Committee Meeting Committee members only	ILF Office 45 Greenhill Road Wayville

WISHING YOU ALL A MERRY CHRISTMAS

AND A WONDERFUL NEW YEAR



Vale Robert Hill Ling AO

Robert Hill Ling was a famous and generous South Australian success story. He was an inspirational adviser to the ILF during its establishment phase and continued to show a strong interest in the ILF thereafter. Robert is sadly missed and fondly remembered. Robert, contributed an excellent article on leadership for the ILF. The article can be accessed on the ILF website.



<http://industryleaders.com.au/resources/robert-d-hill-ling-ao/>

STOP PRESS – NEW INITIATIVE

MENTORING

Your committee has recently been considering what value add services might be provided to Scholars. The first “new product” under development is a mentoring program.

The ILF Board has already approved the ILF supporting the adoption of mentoring as a value added service to the ILF Scholars.

We are planning a launch, in the first half of next year, once all administrative arrangements have been finalised. We are keen to gauge your interest in participating, and you will see a request for information about this in the email enclosing this newsletter. We already have had a number of ILF Board members volunteer to be Mentors and will seek further expressions of interest in the New Year.