

JUNE 2015

Welcome to the fifth Industry Leaders Fund newsletter for Scholars.

In this newsletter you can read about the following:

- **LinkedIn**
- **Information Evening**
- **ILFSN Committee**
- **Media Training Seminar**
- **ILFSN May Cocktail Function**
- **Scholars in the Media**
- **Scholar News**
- **ILF Success Survey**
- **Scholars In-depth**
- **Key Dates for 2015**

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.

LINKEDIN

In our last newsletter we held a draw for a bottle of Blue Gold award winning Sparkling Red, the winner of this prize will be announced at the Media Training Seminar on 1 July 2015.

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.

APPLICANT INFORMATION EVENING

The ILF Applicant Information Evening was held on the 12 May. The evening was a big success, the speakers – Anthony Kittel, Jenna Barnes and Shane Kelly did an excellent job and were highly praised by the potential Scholars and other guests at the function.

Ten Educational Institutions attended and all were very positive about the opportunity to get their name in front of a target audience and indicated they would attend again in 2016.

Our thanks go to the Scholars who attended on the night. It was very helpful for the potential applicants to ask questions regarding the course the Scholars attended as well as gaining information about the application process. It was also a good opportunity for those ILF Scholars to expand their networks with a large number of industry leaders amongst the potential applicants.







ILF SCHOLARS NETWORK COMMITTEE

The Industry Leaders Fund Scholars Network Committee has a change of members.

There have been two resignations –

Cam Schubert: Living in Queensland makes it difficult to attend meetings.
David Heaslip: Is now an Honorary Board Member for ILF Board of Governance.

There are now four new members

Stephanie Morris: Home Support Services
Kris Lloyd: Woodside Cheese Wrights
Shane Kelly: Kelly Engineering
Alf Ianniello: Detmold Group

Thank you to the ILFSN sub-committee consisting of Eddie Lane, Marc Allgrove and Rebecca Baylis who helped organise the half day media training seminar.

MEDIA TRAINING SEMINAR

The half day Media Training Seminar is to be held on Wednesday 1 July at the Flinders at Tonsley, 12.30pm to 6.30pm.

The seminar offers you the opportunity to learn from three highly talented, experienced and recognised leaders in their field and we think it is pretty good value considering there is no charge to attend. The trainers are Ron Kandelaars, Kelly Nestor and Helen Tiller. Invitations have been circulated and thank you to those who have RSVP'd their stream choice. For those who haven't yet please let Suzi know your stream choice or you may miss out on attending your preferred stream.

Private half hour tours of the Flinders at Tonsley are available at 12noon and 6.30pm for interested Scholars. The building is state of the Art and there is a number of science laboratories where world leading experiments and industry ready discoveries are underway. The equipment they use is eye opening in itself. The surrounds are a fascinating adaptation of the old vehicle assembly area, which is huge. It includes a cluster of individual work areas, coffee shops, communal facilities and even has a rain forest, all under one roof. If you wish to join one of the tours please advise Suzi.

Thank you to Kay Brothers Amery Vineyard for donating the wines and a special thank you to Commonwealth Bank for their sponsorship of the seminar. Their sponsorship means ILF Scholars can attend this excellent seminar for no enrolment fee.



ILFSN MAY COCKTAIL FUNCTION

The ILF Scholar Network's first function for 2015 was hosted by Macquarie Private Wealth. As guest speaker Bob Kennedy held the attention of his audience with an informative speech. One of his most memorable tips was to own the real estate you operate from.

Among the Scholars attending was Jo Hugman whose two month old baby waited in the car outside under the watchful eye of her partner. We suspect the question on all the other girls' minds was "where do you get a bloke like that these days".









SCHOLARS IN THE MEDIA

Dr Derek Rogers (2014) appeared on the channel 7 news speaking about Drone Technology. An unmanned surface vessel was demonstrated at Port Adelaide nicknamed Top Cat. This drone vessel has endless potential, from border patrol to detecting terrorist attacks on ships. SAAB Australia are looking at developing these vessels on an industrial scale.

Anne Hinton (2014) joined Geoff Vogt on a live radio interview on Mornings with Ian Henschke discussing the Industry Leaders Fund and the future contribution of the bio tech industries to the SA economy.

Dematec's David Hart (2014) featured in the Advertiser reporting about a new product that remote senses heat to allow machinery breakdowns to be detected earlier and more reliably.

Wira Wira's Manager Director, Andrew Kay (2014) featured in the Advertiser. Ashton Hills - a winery considered one of the best pinot noir producers in South Australia has been bought by Wira Wira.

Anthony Kittel (2010) featured in the Advertiser twice. First as Redarc expands to NSW. Electronics manufacturer Redarc took over ownership of NSW Company - Hummingbird Electronics in a deal set to create more jobs in South Australia.

In a second article Redarc received a Gold Award for excellence in manufacturing over \$10 million annual turnover at the 2015 Australian Auto Aftermarket Excellence Awards in Melbourne.

David Heaslip (2012) featured in the Advertiser Business journal reporting – Industrial manufacturer Century is selling its Beverley site to consolidate operations within the larger 10,000 square metre 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.

Dale Roberts (2013) also starred in the Advertiser. In fact the photo of Dale is placed such that he could be staring in admiration at Eddie Lane (see below) when the paper is shut. Dale's Kojo story was one of the firm returning from a near death experience in 2012 by developing four new business streams, consolidating five offices into one in Adelaide and opening and expanding offices in Melbourne and Sydney. Revenue growth this year is a credible 15%.

We wondered if Eddie Lane (2012) is on a health kick when his smiling face greeted us in the Advertiser business journal recently with fresh fruit & vegetables on his lap. It turns out we were right, with a new contract supplying refrigeration to 35 wholesale produce businesses in a 100,000 square metre warehouse injecting a healthy \$1m and more in turnover into the Cold Logic revenue stream.

Corrina Wright (2013) featured in the Dan Murphy wine catalogue in May. Olivers Tarranga Vineyard is making a new "Dan Murphy" only label and it is very good. We at the ILF are very proud that Corrina made sure that the article included mention of her ILF award.

Steve Todd (2012) and Andrew Kay (2014) filled a page in the Australian Financial Review discussing new energy efficient refrigeration installed at the wineries by Cold Logic (Eddie Lane [2012]).

Shane Kelly (2013) was rated as the biggest winner from the falling Australian dollar by Family Business Magazine.

Ben Radford (2014) was announced as the Barossa Wine Maker of the Year for 2015 by ABC news.

The Lead e-news concluded Bowhill Engineering (Jeremy Hawkes [2014]) "specialises in success against the odds".

Jo Hugman (2014), Johnathon Matthews (2014) and Anne Hinton (2014) all featured in articles in Bio SA News. They mentioned their ILF Awards; fantastic thanks.

SCHOLAR NEWS

Peter Cox (2013) was one of only two Australians to attend the world's biggest gelato/ice-cream fair with all expenses paid by the Italian Trade Commission.

Jo Hugman (2014) from Redarc Electronics gave birth to a baby girl, Liesel Frances Maddison on 25 March and is planning to pursue her MBA with vigour while on maternity leave.

David Hart (2014), Peter Cox (2013) and Kelly Keates (2012) addressed the Edwardstown Regional Business Association at a business breakfast, discussing their businesses and their Industry Leaders Fund experience.

Steve Todd (2012), Peter Cox (2013) and Rhett Payne (2014) addressed the Victor Harbor Districts Business Association at a business evening function. They discussed their businesses and their

Industry Leaders Fund experience and feedback from the audience was very positive. A number said it was very inspirational, the best VHDBA function yet.

Marc Allgrove (2012) launched his Father's autobiography, "Never Carry Your Own Brief Case". His father was a Trade Commissioner and Marc says the book has a focus on the benefits of properly understanding the social customs in different countries and the consequences of not getting it right.

Jeremy Hawkes (2014 & 2013) Managing Director of Bowhill Engineering has been a winner of many awards – Winner 2014 Telstra Business Awards – Regional Business
Finalist 2014 Telstra Business Awards – Medium Business
Finalist 2014 SA Regional Awards for Large Business – Murraylands & Riverland
ASI Joint Winner – Steel Excellence in Engineering Projects for Wayville Pedestrian Bridge
ASI Certificate of Acknowledgement – Clipper Ship
Enterprise Connect – Continuous Improvement Programme: 2014; Acceptance into the 2 – 3 year programme.

Jon Seeley (2014) reports that the first modules of the International Management of Production course run by Chalmers University was really useful.

Ben Bryant (2011) is now in charge of all wine production in Australia for Pernot Ricard. He has also been nominated by Pernot Ricard to do their internal MBA which is run by INSEAD.

Grant Wilkens (2014) reports the Stanford course he attended in January and April was excellent.

Emilio De Stefano (2014) General Manager of Smart Fabrication.

Smart Fabrication has been successful in securing the state's most prestigious defence industry award for SME's. On Friday 29 May, Smart Fabrication was awarded the Defence Teaming Centre (DTC) Outstanding SME Award in front of nearly 400 senior defence dignitaries and industry professionals at the DTC Annual Defence Industry Dinner & Awards Ceremony held at the Adelaide Entertainment Centre.

Simon Ridgway (2011) received a Meritorious Service Medal from the United States Armed Forces for service in Afghanistan. Not many of us go to such dangerous workplaces so we have reprinted the full citation as it gives an insight into his achievements.

The citation on his Meritorious Service Medal reads 'To Lieutenant Colonel Simon Ridgway, International Security Assistance Force (ISAF).

For: Exceptionally meritorious service as the Essential Functions Manager while deployed in support of Operation Enduring Freedom. His outstanding performance, expertise, and dedication to duty greatly contributed to the success of the unit's mission during combat operations.

Lieutenant Colonel Ridgway's distinctive accomplishments reflect great credit upon himself, United States Forces - Afghanistan and the Australian Army.

Presented 21st November 2014 by Major General Jeffrey N Colt, Commander, Combined Joint Task Force - Bagram.

The submission had four Achievements listed:

Achievement 1. Lieutenant Colonel Ridgway immediately became a subject matter expert on Headquarters Security Force Assistance Force's Functionally Based Security Forces Assistances (FB-SFA). His ability to digest complex coalition and Afghan processes and discern new and improved structures revolutionized coalition efforts in Afghanistan.

Achievement 2. Lieutenant Colonel Ridgway crafted and executed a complete overhaul of the Program of Actions and Milestones providing the detailed roadmap for the next phase of the Coalition Force's mission in Afghanistan. His 'hands-on' leadership and unique insight led the Head-quarter's eight Essential Functions teams in determining the processes and actions that must be accomplished to achieve the Resolute Support mission.

Achievement 3. Lieutenant Colonel Ridgway personally briefed Headquarters International Security Assistance Force leaders on the new process for ensuring all aspects of the new program were understood and supported at the highest level. His ability to study complex systems and interacting matrixed organisations directly affected the successful execution of the Headquarters International Security Assistance Force mission.

Achievement 4. Lieutenant Colonel Ridgway led the creation of standard operating procedures providing the necessary guidance for the Security Force Assistance Centre's future operations through a period of complete manning turnover. His desire to understand all processes and create a common understanding in the office enabled the main effort of the Headquarters International Security Assistance Force. Lieutenant Colonel Ridgway's outstanding team-building skills created a unique synergy with the Afghan Advisory Group.

There is more about Simon's time in Afghanistan in the Scholars in Depth Section.

Anthony Kittel (2010) has been appointed Deputy Chair of South Australia's Training and Skills Commission.

Emilio De Stefano (2014) was one of two guest speakers at a Defence Teaming Centre seminar helping to answer the question "Ever wondered about the value of awards to your business". The conclusion I drew was that almost any award is helpful, but the right award in the right place at the right time is an invaluable marketing tool that will generate new opportunities.

ILF SUCCESS SURVEY

Thanks to the seventeen scholars that replied to our request for success indicator information.

These business have generated an additional 27 jobs in South Australia already with another 20 in the pipeline. Several respondents indicated that they are having to make employees redundant. Others had taken on extra staff but felt they could not attribute this to their ILF grant.

In relation to employee numbers it was suggested that while it is virtually impossible to attribute any change to one specific cause or factor, just having access to that number is a useful indicator.

Suggestions of other success measures that could be adopted included:-

1. Number of media mentions.
2. Number of awards etc.
3. GST paid per annum as a measure of economic value added.
4. Productivity improvement per FTE.
5. Change in level of Capex/R&D in a business.
6. New products or projects introduced to the business.

Before we adopt any of these measures we will seek feed-back from our Scholars.

If you did not answer the survey and would be willing to do so, please let Suzi know (suzi@industryleaders.com.au) so we can resend it.

SIMON RIDGWAY

Early Years: I grew up on a wheat and sheep farm near Lock on the Eyre Peninsula. My father got my brothers and I interested in engineering through a hobby of restoring vintage tractors and stationary engines from an early age. When visitors came, we would start them up and run an ad-hoc field day. This is a hobby that we still share. I recall my father's career advice given to me at the age of twelve while we were out fencing 'you can't come home on the farm, there is no future here. You should go to university and you should go straight after year 12'. I think my older brother got the same talk as he also became an engineer while my younger brother took over running the farm.

University Years: Upon completion of year 12 at St Joseph's School in Port Lincoln I moved to Adelaide and studied Mechanical Engineering at the University of South Australia. University years were some of my most enjoyable years. I worked a lot of jobs (including sharpening skates at the Ice Arena and as a baggage handler at the Airport) but my most rewarding jobs occurred at the end of each year during university holidays. I drove a harvester at the farm in my first year then worked for Shell at the Birkenhead Refinery in my second year, Western Mining Corporation at Roxby Downs in my third year and at Stratco in sheet metal manufacturing in my fourth year. While I needed to work to put myself through university, I really enjoyed the experience and was glad to have chosen a career in engineering.

Army Reserve: In my first year at university, I joined the Army Reserve enlisting as a soldier in the Adelaide University Regiment. I was attracted by the opportunity to be in the outdoors, go shooting and do something for my country. Little did I know when I joined that I would later become an officer and go on to command South Australia's Engineer Squadron, command the Adelaide the University Regiment and serve my country in Afghanistan. The Army Reserve has been a fantastic leadership development experience and I have thoroughly enjoyed the training and operational opportunities.

I describe my professional career to date as four major programs influenced by four 'sabbaticals'.

Program 1: Submarine Construction. I started my first engineering job with the newly formed Australian Submarine Corporation (ASC Pty Ltd) in 1989 a week after my final exam. It was a great time to join as we were about to start building the Collins Class Submarines. My first role was to establish the production workshops in preparation for submarine construction. As part of a three year graduate program, I worked in Weapon Systems and then and as a Field Engineer in Hull Construction. I really enjoyed leading teams and was drawn to management roles within the company. After returning from my first sabbatical I was pleased to take up the role of Boat Manager responsible for supervising the construction of the fourth Collins submarine, HMAS DECHINEAUX and after launch of this submarine had the opportunity to do it again supervising the construction of the sixth Collins submarine, HMAS RANKIN.

Sabbatical 1: Confederation of British Industry secondment to McTaggart Scott & Co in Scotland. I really wanted to experience overseas travel but without impacting my engineering career and was pleased to be able to work in Scotland for seven months with one of the Collins submarine key subcontractors. This secondment gave me an opportunity to travel to many European countries. I had to take a two thirds pay cut to go and supplemented my income by writing detailed reports for ASC on European submarine industry trends.

Program 2: Submarine Maintenance. I was asked to be the Project Manager for the first refit of a Collins submarine known as a Full Cycle Docking. I enjoyed working in the uncertainty of doing something for the first time and spent a year working out the scope for the FCD and getting into contract. I then moved into more senior management roles, initially as Planning Manager and later as Supply Chain Manager. During this period I was seconded to the Air Warfare Destroyer Program to assist ASC in bidding to be the shipbuilder and then again to assist the AWD team in scoping and costing the Navantia existing design solution.

Sabbatical 2: Australian Command and Staff Course, Canberra. Each year the Australian Army selects one or two Army Reserve Officers to attend the twelve month long Australian Command and Staff Course. I was fortunate to be selected for this and took a year's leave from work to move to Canberra. I describe the course as like an internal MBA program for defence members and enjoyed the year of full time study.

Program 3: Ship Construction. Upon return from Staff College I took up a role in the Air Warfare Destroyer Program developing the processes and systems required for ASC to construct the ships including a pilot to construct parts of the ship in three shipyards. I was pleased to take up the role of Shipbuilding Director and join the ASC Executive Team. After two years I was asked to take on the role of General Manager – AWD Production and grew the production workforce from 350 to over 1000. It was a tough job as we had to train a new workforce and campaign hard to achieve improvement in safety performance. I was then asked to move to Newcastle to manage the construction of AWD Blocks after a key subcontractor experienced difficulty in the program.



Sabbatical 3: Industry Leaders Fund Grant – Harvard Business School. Thanks to the generous support of the Industry Leaders Fund, I was fortunate to attend the General Management Program at Harvard Business School. This course prepared me well for my next role at work as General Manager – AWD Production. I have since been back to Boston for our class reunion and often reflect on the transformational effect of this course.

Sabbatical 4: Operational Deployment to Afghanistan. The Australian Army offered me the opportunity to deploy to Afghanistan last year for five months. I was based in Kabul and responsible for a small team coordinating the mission's main effort of security force assistance to the Afghan Security Institutions. While my Army training had prepared me well, I felt that my shipbuilding experience contributed greatly to succeed including my work to implement a progress assessment system for the Afghanistan campaign. It was a dangerous place, but most of the time I felt safe and was pleased to contribute to the development of this troubled country.

Program 4: Australia's Future Submarine Program. Upon return from Afghanistan I joined the Future Submarine Program Office working for ASC but consulting to the Defence Materiel Office to help them organise the program. After being away from my three teenage children in the previous

year, I was a bit disappointed to learn my role would be based in Canberra. As a fifth generation South Australian, I was keen to see that the maximum amount of work on this program is conducted here in our state and was pleased to have this opportunity. Fortunately my input was only required during the initial stages of this process and I returned to Adelaide in early June. At this point I am not in a position to reveal details of my future involvement at ASC.

I am extremely fortunate to have received a grant from the Industry Leaders Fund to undertake a course of study that has prepared me well for my career in submarines and ship construction within South Australia.

JO HUGMAN

Jo Hugman is Special Projects Manager with REDARC, where her recent projects have been focussed on delivering new products for the trucking industry. She is currently on maternity leave, after the birth of her adorable daughter Liesel in March and is continuing her ILF supported MBA studies at Adelaide University whilst on maternity leave.



Jo grew up in the Hawkesbury district in NSW, with the Blue Mountains national park as her backyard, and developed a love of outdoor activities such as rock climbing. She attended a small local school and then studied Metallurgy / Materials Engineering at the University of New South Wales under a prestigious industry sponsored "Co-Op" scholarship. Jo followed her interests by completing a thesis on solar cell technology. During university she also volunteered at Redfern Police Citizens Youth Club, helping disadvantaged kids with their homework and being a mentor.

Jo's first job was with Comalco Aluminium Research and Technical Support. Jo says "the role involved lots of (as I thought then) exciting work travel. I was exposed to lots of different projects at different smelters, such as transfer of rolling block technology from the Tasmanian smelter to the NZ smelter. Through exposure to these different workplaces as a young engineer I learnt an early lesson on the link between workplace culture and operational excellence. I observed that a culture where people work co-operatively for the common good leads to better outcomes for the business and for individuals."

When the fun of work travel wore off, Jo transferred permanently to the Tasmanian smelter and spent her weekends climbing rocks and walking in the Tassie wilderness. During this time, she provided volunteer support for newly arrived refugees from Liberia. "I was proud to be able help these families get settled into their new lives, privileged to learn about their food and culture and saddened by some of their stories, such as the nine year old who had only ever lived in a refugee camp prior to coming to Australia".

Jo moved to Adelaide to follow her interest in solar cells and work on a large technology project with Origin Energy: SLIVER solar cells. The project developed the novel thin film solar cells to a point where small scale manufacturing at high yield was demonstrated in preparation for large scale manufacture. Jo's role was in New Product Development, bringing performance improvements and cost reductions from R&D to manufacture. Jo says, "after working in the Aluminium industry, which is mature and where the product is well characterised, it was refreshing and sometimes scary, to be working on products with more unknowns." Jo believes innovative high tech products are the future of Australian manufacturing and she is passionate about manufacturing. "I thrive on the stress and urgency that comes with solving problems in manufacturing, and I love the honesty and sense of fun that I always find in the people in factories".

Fortunately Jo found enough rock climbing challenges and the joy of the beautiful white sandy Adelaide beaches sufficient reason to adopt South Australia as her new long term home. Her natural interest and high quality experience in solar cells made her a natural fit for "Employer of Choice", REDARC when a position became available.

Currently in her role at REDARC Jo has had the opportunity to work on new products that when launched will become the new industry benchmark, having demonstrated sound leadership potential during her time at REDARC Jo said "The MBA course she is completing will improve her ability to articulate business challenges and make timely and robust decisions."

KEY DATES FOR 2015

Date/Time	Event	Location
Date: 1 July Time: 12.30pm to 6.30pm	ILFSN Half Day Media Training Seminar	Flinders at Tonsley 1284 South Road Clovelly Park
Date: 5 August Time: 6.00pm to 8.00pm	ILFSN Cocktail Function Speaker Paul Crawford	KPMG, 151 Pirie Street, ADELAIDE
Date: 28 September Time: 5.30pm to 7.30pm	ILF Awards Ceremony	TBA