



FORTNIGHTLY BULLETIN

25 SEPTEMBER 2018

BULLETIN 18

Dear Scholars & Members

Welcome to the Fortnightly ILFSN Bulletin.

Please note all invitations for ILFSN functions and events will be sent via the ILFSN Bulletin.

PREVIOUS EVENTS

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

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

AWARDS CEREMONY – 24 September 2018

A record of 160 people attended the ILF Awards Ceremony for 2018 at The Sanctuary Adelaide Zoo. Senator Simon Birmingham gave an excellent speech on the evolution of our social fabric and important part that good leadership has contributed. We congratulate our twenty new Scholars and look forward to seeing all of you at a Scholars network function soon.

It was very pleasing to see an increased regional representation.

Our new Scholars are:

Charlie Aykroyd	Australian Green Clean
Matthew Falzon	Joule Energy
Stephen Faulkner	PMB Defence
David Haley	Myriota
Kara Jerman	Cobham Aviation Services
Sarah Leo	Openbook Howden Design and Print
Greg Lowe	Mumme Tools
Nekta Nicolaou	Thomas Foods International
Ann Perriam	ElectraNet

Dwayne Povey	Lincoln Minerals
Mick Sanders	Moo Premium Foods
Matt Sinnett-Jones	ASC Shipbuilding
Andrew Sluggett	CPIE Pharmacy Services / Infusion Innovations
Brad Spencer	Nova Systems
Calvin Stead	Kelly Engineering
Matthew Stein	TriCal Australia
Cameron Thompson	Cowell Electric Supply
Seth Thuraishingam	Consilium Technology
Glenn Toogood	Beach Energy
Shaun Westcott	Hot Melt Packaging Services



The Advertiser Business Journal provided great coverage of the event click here:
https://industryleaders.com.au/wp-content/uploads/2018/09/The-Advertiser-9_25_2018-New-crop-of-SA-leaders-ready-to-fast-track-growth-.pdf

and here

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

The new brochure can be viewed here:

https://industryleaders.com.au/wp-content/uploads/2018/09/ILF046_Brochure1819_Final.pdf

For hard copies please email Suzi.

COMING EVENTS/DATES

FRIDAY 19 OCTOBER

Industry Leaders Fund Culture Day – Invitation

Held on: Friday 19 October 2018

At: Grant Thornton
Level 3, 170 Frome Street
Adelaide

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

Sponsored by:



By Popular demand in Scholar surveys and training day feedback.

Topics requested by Scholars:

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

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

Facilitator:

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

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

Keynote speaker:

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

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

Panel Members

- **Gerry Doyle** (ILF 2016), CEO, Tonkin Consulting. Gerry took over as CEO at Tonkin in 2011 when performance was poor, and the business was declining. He first stabilised the business and in recent times it has grown rapidly. Building a positive culture was key to the turnaround. His ability to do so was enhanced by the IMD courses he attended with ILF support. This has been achieved while he struggled with depression, so his perspectives will be enlightening.
- **Eddie Lane** (ILF 2012), Eddie Lane (ILF 2012), Partner, Cold Logic Industrial Refrigeration. Eddie is the son of one of the founders of Cold Logic which after his father sold his shares, was struggling to grow. While forging a successful career in another business he was tapped on the shoulder to work at the business his father had helped begin. Since that time Cold Logic have built strong relationships with key clients in SA and interstate and growth has been stellar. The secret to success has centred around building key relationships, quality, leadership and the art of storytelling. Eddie has achieved this by building a strong outcome focused team driven by passion.
- **Kelly Jamieson**, Managing Director, Edible Blooms. Kelly has built from scratch the most successful on-line retail florist business in Australia as judged by Canstar. She is

willing to do anything that she asks her staff do and more, including dressing as a strawberry to promote the business in the street in the very early days. This is a fast-moving disruptive business that requires to be constantly reinventing itself. Staff motivation and retention is key. Kelly recently opened her first outlet in the UK and has been located there for the past three months to grow their presence. During this time, she has worked remotely with her team in Australia and New Zealand to live their company values and continue to delight their customers.

- **Bruce Watson**, Bruce Watson, Chief Executive Workcover Queensland, former CEO of AusCoal Super, previously National Secretary of the CFMEU Mining and Energy Division. Bruce was originally an electrician in the mines and worked his way through the ranks of the union movement to head up one of the toughest unions in the country. He moved into the Industry Superannuation sector where the organisation he led produced top tier investment returns for members and was judged as being a Top 50 Best Place to Work in Australia for 7 seven years in a row. Bruce was awarded Executive of the Year in 2010.
- **Deb Dickson**, Head of Retail, Homestart Finance, former GM People and Strategy at Homestart. Deb has been with Homestart for ten years and is an experienced executive with a focus on culture and change management, customer fulfilment, business performance improvement and strategy development. Her qualifications include an MBA and a Master of Human Resource Management. During the ten years she has been at the heart of moving HomeStart from a public service mentality to commercially focused. As a success measure Homestart won the Human Synergistics Cultural Transformation Award in 2017 and in mid- September 2018, the Australian HR Awards Employer of Choice for 2018 (Public Sector and NFP).
- **Chris Johnson**, CFO, REDARC. Chris has been with REDARC for five years with a focus on financial and strategic management. Led by Anthony Kittel (ILF 2010) REDARC is a 100% Australian owned and managed Adelaide based technology company and renowned employer of choice. A combination of focused strategy, ongoing product innovation and development of its people has enabled REDARC to flourish and take advantage of the rich opportunities for high-value manufacturers.
- **Ben Smit**, CEO, Teamgage. Teamgage is a South Australian start-up success story founded by Ben and Noelle Smit. They provide culture improvement software to large organisations in Australia and abroad, including brands such as Microsoft, DXC, Santos and NEC. The company's success stems from their work to disrupt the traditional approach to culture and engagement programs with a more modern approach with a bias towards action, experimentation and iterative improvements. Ben will provide insights into what he has seen work well in other organisations and how digital methodologies can be used to measure and improve culture.

- **Iain Kemp**, National Managing Partner Industry and Managing Partner South Australia, Grant Thornton. Iain leads a team who are helping Mid-Sized Business achieve their growth ambitions. He is an Audit & Assurance Partner, having worked in Johannesburg, Moscow and Sydney before relocating to Adelaide in 2015. Iain brings significant experience across a number of industries. His focus is on businesses looking to grow and is particularly interested in light and heavy manufacturing; energy & resources and tech companies. Iain led a complete overhaul of the culture of the Grant Thornton Adelaide team over the last two years, starting with a new flexible office design.

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

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

ASC, Matt Sinnett-Jones (ILF 2018) gets German support for OPV construction start.
https://industryleaders.com.au/wp-content/uploads/2018/09/Germans-arrive-for-OPV-start-The-Advertiser-9_25_2018.pdf

Barossa Cheese Company, Victoria McClurg (ILF 2016) goes luxury with gin cheese.
https://industryleaders.com.au/wp-content/uploads/2018/09/Coming-soon_-New-gin-cheese-for-luxury-lovers-The-Advertiser-9_22_2018.pdf

Thirteen ILF Scholar companies including Discovery Parks (up from 31 to 15) and new entrants Duxton Broadacre Farms and Cold Logic were big movers in the 2018 InDaily SA Business Index Top 100. (InDaily 20/9/18).
<https://industryleaders.com.au/wp-content/uploads/2018/09/Congratulations-to-the-following-Scholars-whose-companies-appeared-in-the-InDaily.pdf>

Robern Menz, Richard Sims (ILF 2012) and Phil Sims (ILF 2017) growing employment now to make violet crumble. Advertiser 19/9/18.
https://industryleaders.com.au/wp-content/uploads/2018/09/ROBERN-MENZ-SET-FOR-ARRIVAL-OF-OZ-FAVOURITE-The-Advertiser-9_19_2018.pdf

Congratulations to Neil Gibbins (ILF 2014) on the float price premium for Vintage Energy, Advertiser 18/9/18.
https://industryleaders.com.au/wp-content/uploads/2018/09/Vintage-fires-up-on-debut-The-Advertiser-9_18_2018.pdf

Supashock, Oscar Fiorinotto (ILF 2017) encourages new wave of engineers, Advertiser 15 Sep 2018.

https://industryleaders.com.au/wp-content/uploads/2018/09/ARMY-COMBAT-VEHICLE-ADOPTS-SHOCK-TACTICS-The-Advertiser-9_15_2018.pdf

Wirra Wirra, Andrew Kay (ILF 2014) announces 5 star accommodation in McLaren Vale, InDaily 14/9/18.

<https://industryleaders.com.au/wp-content/uploads/2018/09/Luxury-hotel-tipped-to-boost-McLaren-Vale-tourism-1.pdf>

Vintage Energy, Neil Gibbins (ILF 2014) about to launch on the stock market. A new head office, new wealth generation and new employment in SA.

https://industryleaders.com.au/wp-content/uploads/2018/09/Vintage-to-list-on-the-market-The-Advertiser-9_14_2018.pdf

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

Kind regards

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