



# FORTNIGHTLY BULLETIN

26 March 2019

BULLETIN 29

Dear ILF Scholars & Members

Welcome to the Fortnightly ILFSN Bulletin.

The ILFSN Bulletins are included on the ILF website.

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

## COMING EVENTS/DATES

**MONDAY 1 APRIL 2019**

**INVITATION – ILFSN COCKTAIL FUNCTION**

***THIS EVENT IS FULL – but wait list started.***

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**TUESDAY 7 MAY 2019**

**ILF INFORMATION EVENING INVITATION**

Tuesday 7 May 2019

Industry Leaders Fund

Level 1, 45 Greenhill Road, Wayville

6.00 to 8.00pm (includes canapes & drinks)

MC – Kelly Baker (Edible Blooms)

Speakers – Ben Rowe (Brauer Natural Medicine) and Greg Lowe (Mumme Tools)

RSVP to Suzi [suzi@industryleaders.com.au](mailto:suzi@industryleaders.com.au)

By Monday 29 April 2019

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**FRIDAY 24 MAY 2019**

## **ILFSN CULTURE DAY – INVITATION**

**Rerun by Popular Demand- Previous session booked out- RSVP ASAP**

**Friday 24 May 2019**

**Grant Thornton**

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

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

Sponsored by:



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

Originally conceived due to popular demand in Scholar surveys and training day feedback.

Topics requested by Scholars:

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

- Change management
- People management
- Leadership communication

These topics and more will be covered in the session from people who have done it all before.

**Facilitator:**

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

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

**Keynote speaker:**

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

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

**Panel Members**

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

storytelling. Eddie has achieved this by building a strong outcome focused team driven by passion.

- **Kelly Jamieson**, Managing Director, Edible Blooms. Kelly has built from scratch the most successful on-line retail florist business in Australia as judged by Canstar. She is willing to do anything that she asks her staff do and more, including dressing as a strawberry to promote the business in the street in the very early days. This is a fast-moving disruptive business that requires to be constantly reinventing itself. Staff motivation and retention is key. Kelly recently opened her first outlet in the UK and has been located there for the past three months to grow their presence. During this time, she has worked remotely with her team in Australia and New Zealand to live their company values and continue to delight their customers.
- **Bruce Watson**, Bruce Watson, Chief Executive Workcover Queensland, former CEO of AusCoal Super, previously National Secretary of the CFMEU Mining and Energy Division. Bruce was originally an electrician in the mines and worked his way through the ranks of the union movement to head up one of the toughest unions in the country. He moved into the Industry Superannuation sector where the organisation he led produced top tier investment returns for members and was judged as being a Top 50 Best Place to Work in Australia for 7 seven years in a row. Bruce was awarded Executive of the Year in 2010.
- **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).
- **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.

To reserve your place, RSVP to Suzi [suzi@industryleaders.com.au](mailto:suzi@industryleaders.com.au) by Tuesday 30 April 2019

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## CHURCHILL FELLOWSHIP

### APPLICATIONS CLOSE 30 APRIL

### CONTINUING PROFESSIONAL DEVELOPMENT OPPORTUNITY- FUNDING SUPPORT

Every year more than 100 Australians who are passionate about challenging the status quo, and creating a positive impact on our country, are awarded a Churchill Fellowship so they can bring their ideas to life.

This prestigious yet accessible award enables recipients to travel independently overseas, for four to eight weeks, so they can meet with leaders in their chosen field of endeavour to gain and exchange knowledge and experience.

No prescribed qualifications are required to apply and the scope of projects people can propose is limitless, providing that benefits to Australia are evident and the applicant demonstrates a willingness to share the knowledge gained upon their return.

In 2019 the Churchill Trust is making a concerted effort to encourage more people from rural and regional communities to apply. As part of this effort, they are running an expanded program of Information Sessions in 24 regional centres, including a session in Adelaide on Thursday 14<sup>th</sup> March.

We would like to invite you and your colleagues to attend a session. We also extend an open invitation to people in your broader networks to consider applying and to attend their nearest information session. We hope that you will help us to spread the word by sharing this email among your networks.

You can also share relevant posts from our [Facebook page](#) or find us on Twitter @churchilltrust. A media release is also available if that would be of assistance.

For the full program of events, and to register, please visit [www.churchilltrust.com.au/events](http://www.churchilltrust.com.au/events)

Applications for a Churchill Fellowship close April 30, 2019. More information is available at <https://www.churchillfellowships.com.au>

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## **SPECIAL ILF CEO INSTITUTE SCHOLAR GROUP FORMING**

**Register your interest by 15 April**

### **Lonely at the top?**

Then it's time to join an exclusive group of your peers for support, networking and problem solving.

The **Industry Leaders Fund** in conjunction with **The CEO Institute** are offering Scholars membership to an exclusive syndicate of senior leaders and business owners who are also ILF Scholars.

The Group will commence by July 2019, subject to at least 8 expressions of interest being locked in by 30 April. Those who nominate early will, with mutual agreement, be entitled to attend another existing group, subject to compatibility and avoidance of conflicts of interest with other members of the interim group, until the ILF group launches. If the required numbers are reached early the group will launch earlier than July.

The group will be modelled on The CEO Institute syndicates that have been operating nationally for over 25 years and chaired by an experienced, high-profile, high achieving business person.

### **What do I get as a member of The CEO Institute?**

- **Half-day boardroom meeting each month – “The Meeting of Minds”**  
(breakfast at 7.30am and meeting concludes at midday).

This will be your exclusive peer network to discuss and workshop challenges you may be facing, facilitated by a highly experienced Chair to challenge, guide and offer advice. An opportunity to seek counsel and alternative views on issues you may be grappling with in a confidential and highly supportive environment.

Meetings will include expert guest speakers on relevant business topics and the challenges that senior executives frequently face.

Site visits – from time to time meetings will include site visits to other members' businesses.

Profile of our Chairs can be found here: <https://www.ceoinstitute.com/about-us/our-chairmen/>

- **ILF Founding Members Offer – overnight retreat**

The first meeting for founding members of the Syndicate will include an overnight retreat to get to know fellow members and discuss how the syndicate will best suit your needs.

- **Invitation to The CEO Institute Networking Events**

Opportunity to meet with senior executives from other syndicates in an informal environment.

## **What do the members say?**

*'I have found the CEO institute an important place for me to reflect on my role and performance as a CEO amongst trusted peers.*

*The experienced leadership running the CEO program not only provide new knowledge from experts on relevant topics, but also facilitate a frank and fearless forum of industry peers in which to test ideas and remain accountable. This environment I believe makes better leaders and CEOs, I can highly recommend this program to CEO leaders who want to grow and be challenged.'* **Mark Fusco, Managing Director – Advanced Focus**

*Even with the amazing assistance I receive from the MOO Board, I have felt, from a personal level, that I needed an opportunity to further challenge my thoughts to enable me to improve my own skills to become a more effective leader.*

*Becoming a member of The CEO Institute was the opportunity I needed, and its values resonated very well with me. I've thoroughly enjoyed and benefitted from being part of our syndicate and have learnt an enormous amount and have most certainly grown. I'm pleased that I can meet with other like-minded business owners and leaders in an environment that is honest, supportive and can be, in a very positive way, challenging.*

*My experience has been that I genuinely learn something new at every meeting and thoroughly appreciate the support from fellow members. I've enjoyed being challenged on decisions that I have (or need) to make and appreciate the other members experienced comments and recommendations. It certainly has helped me make more informed decisions and be a better leader. I'm very grateful for the connections I've made and for the ongoing assistance I receive.* **Mick Sanders (ILF 2018), Managing Director – MOO Premium Foods**

**Fee structure:** \$700 per month + GST.

**Register your interest:** Paul Preiss – Director S.A.

M: 0408 857 894 E: [paulp@ceoinstitute.com](mailto:paulp@ceoinstitute.com)

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

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

**Cold Logic, Eddie Lane (ILF2012), brews strong growth with Pirate Life. Advertiser 26/3/19.**

[Read the article](#)

**Raytheon Australia, Andrew Vlassopoulos (ILF2016), develops new facility at Mawson Lakes to employ 500 to assemble new air defence missiles. Advertiser 25/3/19.**

[Read the article](#)

**Sage, Andrew Downs (ILF2013) and Adrian Fahey (ILF2016) explores expansion to Mongolia. Advertiser 18/3/19.**

[Read the article](#)

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Kind regards  
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