



Industry Leaders
Fund Incorporated
Scholars Network

Newsletter

December 2016

WELCOME TO THE EIGHTH INDUSTRY LEADERS FUND NEWSLETTER FOR SCHOLARS

In this newsletter you can read about the following:

- **Chairman's Message**
- **ILFSN Committee**
- **Roundtable Sessions**
- **Mentoring Program**
- **Feedback on Powerful Messages media training**
- **Coming events and announcements**
 - **Half day training seminar – 6 February 2017 (TBC)**
 - **Cocktail Function – 5 April 2017 speaker John Kain**
 - **Scholar Signature Block**
 - **ILF Lunches & Dinners**
 - **Naval Military & Air Force Club Dinners**
- **Past events roundup**
 - **Cocktail Function at Bendigo Bank**
 - **BMW Drive Day**
 - **Network Training Seminar at William Buck**
 - **Grant Awards Ceremony at The National Wine Centre**
- **Scholars in Focus**
 - **Scholars in the Media**
 - **Scholar News**
- **Scholars In-Depth – Victoria McClurg & Alexander O'Shea**
- **Key Dates for 2017**

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

As we come to the close of another year and marvel at how yet again time has moved too fast, we should reflect on the year that was. And what a year, 2016 has certainly dished it out!

I guess we should now expect the unexpected, where change is being thrust upon us whether we like it or not. We are entering uncharted waters and where uncertainty reigns. From Trump poised to lead the free world, to a Brexit vote that nobody seemed to want, the world will be a different place.

We as leaders have the responsibility to navigate this rapidly changing landscape for the continued success of our organisations. This is by no means an easy feat but can be done with support from within your business. I believe that the real challenge is the responsibility we have to our people and instilling confidence in knowing the right direction. That we as leaders can manage the volatility and show our employees that even a wrong decision is better than no decision at all.

We need to take the jump. Take the chance to do something different. Without that leap of faith we cannot instil a culture of innovation and improvement. We shouldn't be running to where the sherrin is but rather where the sherrin is going. Only then are we going to be in the position to win.

You should also know that in order to win, you need a great supporter base of fans and coaches. The ILF Scholars Network now provides you the resources you need to go from good to great. You have some of SA's great businesses leaders available as part of the Scholars mentoring program to coach and guide you on your journey. You also have access to the ILFSN Roundtable program with which you can share ideas, challenges and thoughts in a supportive and encouraging way once a month. This is your fan club where each of your fellow Scholars wants to see you succeed and win. We also have our training seminars which look to equip you with skills and knowledge in areas that are not mainstream.

As a key message to take you forward into 2017, I encourage you to reflect on the year that has gone. Look at your journey as a leader and the challenges that have presented themselves during the year. What would you do differently? If you feel passionate about becoming the best that you can be and taking your leadership to another level, then jump to it. Share and collaborate. Talk with your fellow Scholars and use the network to broaden your opportunities to learn and grow. Don't be afraid to ask for help. Some of the greatest rewards will come from sharing challenges and watching those around you assisting in any way they can. You will be surprised how many do. Make the most from the exclusive South Australian group that you have in the Scholars network.

I must take this opportunity to thank our hard working ILFSN committee for taking our offering of activities to another level in 2016. With some new members joining the committee, this will continue next year and beyond. Thank you also to Suzi and Geoff for their support of the Scholars Network and again making much of the operations seamless.

I wish you all the most wonderful Christmas and a safe and prosperous 2017. Please stay safe if you are travelling over the festive season.

All the very best



Eddie Lane

INDUSTRY LEADERS FUND SCHOLARS NETWORK COMMITTEE

The Industry Leaders Fund believes the Network is an important value-add for the Scholars and in 2016 some applicants told us that becoming a member was at least as important as receiving a grant. Special thanks are due to the committee for their contribution to building such a strong reputation and ensuring its success.



From left to right

Kris Lloyd (Chair Elect), Paul Haysman (ILF Board member observer), Emilio De Stefano, Kelly Keates, Shane Kelly, Eddie Lane (Chairman), Steve Todd (Treasurer, Vice Chair Elect), Stephanie Morris, David Hart, Marc Allgrove (Treasurer Elect), Darren Turner.

ROUNDTABLE SESSIONS

The ILF Scholars roundtable launched its first group with eleven members on 15 September. The first month was hosted by Tom Clifford at Detmold in their Launchpad R&D Centre in Brompton. This included a site tour of their facility and business case presentation. This followed by a speaker Robin Freeth who is the founder TEDx Adelaide and spoke to us on coaching and sales leadership.

The second meeting was hosted by Grant Schroeder at their Maric Flow Controls office at Magill. A tour of his manufacturing facility was conducted followed by key speaker Mark Fusco from Advanced Focus. Mark also spoke to the group about his role in organising the impact awards.

Cold Logic hosted the third meeting at their manufacturing facility in Port Adelaide. Eddie Lane presented an update of their business followed by some key challenges which the group workshopped. Andrew Leunig who is a business model innovator and futurist, spoke to the group about changes to the business landscape with disruptors and new innovations.

Our final meeting of the year was a Xmas Roundtable forum with other groups from The Executive Roundtable hosted by Phil Ransome. This had Phil Hoffman as a key speaker, discussing his journey to grow his business from 3 employees to over 200 and a turnover of \$150m. The second speaker was Neil Tuckwell who recounted multiple experiences while he worked for Kerry Packer in the 1980's, distilling those experiences into 10 key lessons. Did you know that Kerry left 250,000GBP in London overnight with a chauffeur driver whom he had met less than 12 hours earlier? A great event attended by over 40 people and a fantastic way to finish off the year.

MENTORING PROGRAM

A mentoring program was developed by an ILFSN sub-committee consisting of Stephanie Morris, Rhett Payne and Emilio De Stefano with expert advice from Antonia Mullighan and John Rawson of Deloitte.

The Mentoring Program was launched on 24 October with 17 Mentees and 16 Mentors in attendance. The Launch was held at and hosted by Deloitte Private Business on Fullarton Road. There were a total of 20 Mentor/Mentee matches arranged. Eight Mentors are ILF Scholars, four are ILF Board members, three are other ILF members and four are outsiders. The outsiders include Jane Yuile, Bob Kennedy, Nicholas Rathjen and Andrew Culley. The Mentors and Mentees were each provided with a handbook. Feedback at the meeting and since about the matches and the program was and is very positive. The support of Deloitte in setting up the program, particularly Antonia Mullighan was outstanding.

CONTINUING EDUCATION

FEEDBACK ON POWERFUL MESSAGES MEDIA TRAINING

How important is good communication to you? One Scholar who understood how critical it is decided to do something about it. Douglas Fahlbusch tells us about 'Powerful Messages media training' with Ms Kelly Nestor.

"Being a doctor, I routinely use sanitised doctor-speak. I wanted to use storytelling to inject emotion into my presentations. Kelly helped me to weave stories from my life into my talks, to show the person behind my vision to 'heal healthcare'. An added benefit was learning a little about myself while incorporating career diversions such as ski instructing and the military.

Punchier messages have resulted. It has added the 'Why' to what I do - without feeling as though major surgery was required on my presentation style. I see an annual refresher being useful, and would I recommend anyone who wants to add colour to their presentation to work with Kelly".

The training is generally conducted in one or two hour blocks arranged to fit a busy schedule. It can be focused on a specific presentation such as a business pitch that needs to be perfect.

If you think this is for you please contact Suzi for more information.

COMING EVENTS AND ANNOUNCEMENTS

Training Day – 6 February 2017 (TBC)

Trainers: 'Wellbeing Masterclass' with Laura Carrocci and
'Preparing for the Worst' with Sarah Bartholomeusz

Venue: Flinders at Tonsley (TBC)

Time: 12.30 pm to 6.30 pm

Cocktail Function – 5 April 2017

The speaker will be John Kain, he is the chairman of Blue Sky Alternative Investments Limited. John Kain is also the managing director of Kain Lawyers and lives in Adelaide. Blue Sky is a Brisbane based major provider of private equity and has a highly successful track record. John will, amongst other things, provide an introduction to private equity, how to access it, when and why it can be useful. He will also explain how an Adelaide based Chairman has successfully driven a business that conventional wisdom would dictate should only be located in Sydney or Melbourne.

Scholar Signature Block in your in-box soon

After several Scholar requests to have an identifier for network members to signify that they are Scholars, Eddie Lane developed a number of options for consideration by your committee.

Suzi will be sending your signature block ILF identifier shortly with a template showing how it might be incorporated into your email signature. Use is entirely optional and you may choose to use it in other forms of correspondence.

ILF Lunches & Dinners

After three years of ILF lunches at the Adelaide Club we have been offered the opportunity to hold five lunches in 2017. Our presenters in 2017 are:

Thursday 9 February	Gerry Doyle & Ben Macey
Thursday 25 May	Victoria Angove & Andrea Mead
Wednesday 5 July	Mark Nykiel & John Scott
Thursday 24 August	Eddie Lane & Jordan Parham
Tuesday 17 October	Anne Hinton & Chris Henry

These lunches are open to members of the club and their guests.

Naval Military & Air Force Club Dinners

The Naval Military & Air Force Club has scheduled ten monthly dinners titled “The South Australia Dinner – Business Success Stories. These will be held on the third Thursday of the month and include the following Scholars as speakers:

21 February	Peter Piliouras	On the Run
21 March	Andrew Downs	Sage Automation
18 April	Rhett Payne	Country Blinds
16 May	Jon Seeley (with Frank)	Seeley International
20 June	Grant Wilckens	Discovery Holiday Parks
18 July	Anthony Kittel	Redarc
22 August	Kelly Jamieson	Edible Blooms
19 September	Corrina Wright	Oliver’s Taranga Vineyards
17 October	Ulli Spranz	B.-d. Farm Paris Creek
21 November	Kelly Keates	Zonge Engineering / Liquid Integrity Systems

In return for ILF Scholar support the club has invited all Scholars to attend. The Dinners commence at 6.00pm include a two course meal with wine all for \$60 per person. Great value to hear from some of South Australia’s most successful business leaders. We will email invitations to each dinner as they become available. In the meantime you should save the dates for at least some of these.

PAST EVENTS ROUNDUP



COCKTAIL FUNCTION – 8 JUNE 2016

The second ILFSN function for 2016 was hosted by the Bendigo Bank.

The guest speaker was Rear Admiral the Honourable Kevin Scarce, Royal Commissioner for the Nuclear Fuel Cycle. Mr Scarce explained the methodology and conclusions of the Royal Commission. He said a used nuclear material repository offered a huge benefit to SA and while it comes with significant risks, these risks are being effectively managed elsewhere. Business leaders need to engage in the debate if they support the recommendations. Business cannot expect the government to gain community agreement on their own. A nuclear repository would involve a complete manufacturing cycle and provide similar benefits for SA as the submarine project but over a much longer term. Incoming material is projected to amount to one million tonnes per annum by 2090 and the waste needs to be secured for 300,000 years. UPDATE: It appears the recommendations of the Royal Commission have run into severe head winds following the citizen’s jury and recent political announcements.



Eddie Lane, Kevin Scarce, Geoff Vogt



Jeremy Hawkes, Grant Schroeder



Dr Derek Rogers, David Heaslip, Simon Ridgway



Mark Coupe, Jon Seeley, John Scott, Lee Elphick



Alex O'Shea, Victoria Angove, Chris Stathy



Eddie Lane, Peter Cox, Claude Cicchiello



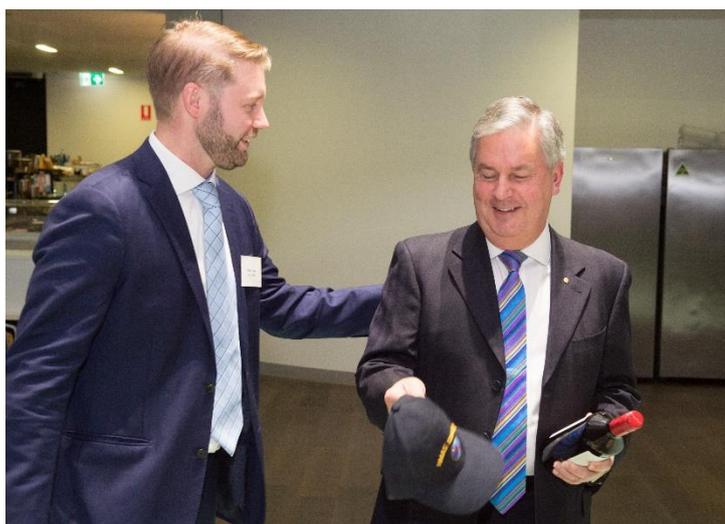
Emilio De Stefano, Cher Min Teo



David Hart, Ben Marsh, Daniel Wilson



Kevin Scarce



Eddie Lane, Kevin Scarce



Ben Macey, Alex O'Shea



A captivated audience listened to Kevin Scarce

BMW DRIVE DAY – 17 JUNE 2016



Adelaide BMW

A relaxing but active networking day driving BMW cars around the Adelaide Hills was enjoyed by the Scholars who participated. All Scholars report there was no pressure what-so-ever to buy a car, but we understand several Scholars are more favourably disposed to look when the time comes.





Eddie Lane, Peter Charlesworth, Emilio De Stefano



Ben Wigzell, Grant Schroeder, BMW instructor



The gang



Ben Macey



Lunch at Maxwell Wines, McLaren Vale

HALF DAY NETWORK TRAINING SEMINAR – 15 AUGUST 2016



The event was hosted by and held at William Buck, and sponsored by the Commonwealth Bank, which meant zero cost to the ILFSN members. The support and sponsorship for these events is greatly appreciated.

The network training seminar focused on 'Personal brand & Social Media' delivered by Michelle Prak (Prakky), and 'How to avoid random acts of lunch – strategic networking' delivered by Lowen Partridge (Peartree Brand Strategy).

The feedback received was very positive, and the Scholars got to unwind after the training and enjoy a drink or two with some networking.



Melanie Malig-Spranz, Jo Hugman, Meagan Franklin



Darren Turner, Dr Sarah Cannard



Trainers Lowen Partridge & Michelle Prak



Kelly Keates, Peter Cox



Tom Williams, Jock Duncan



Hillal Ahmadie, Dr Cindy Dennis



Steve Todd, Carl Heyne



Richard Inwood, Dr Derek Rogers

Michelle Prak's class 'Personal Brand & Social Media'



Newsletter

December 2016

Lowen Partridge's class 'How to avoid random acts of lunch – strategic networking'



Drinks and Networking after the training



GRANT AWARDS CEREMONY – 26 September 2016

The Awards Ceremony was held at the National Wine Centre in the Hickinbotham Hall with 170 guests in attendance. There were 49 applicants for the year. This year's applicants exhibited stronger ambition, and were seeking an average to attend higher powered courses. Seventeen grants were awarded worth \$209,000.

The grants were presented by Rear Admiral Kevin John Scarce AC, CSC, RAN (Rtd), the 34th Governor of SA, former Royal Commissioner for the Nuclear Fuel Cycle Royal Commission, Deputy Chairman of Seeley International, President of Novita Children's Services, Chairman of the Cancer Council SA, Governor of Coopers Foundation, Chancellor, University of Adelaide and a director of a number of private and public companies.

The Industry Leaders Fund now has 103 Scholars with \$1,291,000 invested in seven rounds of awards.



2016 Scholars

From left to right: Philippa Crawford, Michael Hamilton, Dr Daniel Johnson, (Peter Hodson, accepted the award on behalf of Scott Begbie), Gerry Doyle, Linh Bui, Kelly Jamieson, Toby Strong, Kimberley Ferguson, Peter Cobb, Andrew Vlassopoulos, Jim Grose, Victoria McClurg, Mark Nykiel, Zoe Detmold. Adrian Fahey & Michael Segredos were unable to attend.



Kimberley Ferguson, Kelly Jamieson, Zoe Detmold, Victoria McClurg, Philippa Crawford



Eddie Lane, Darren Turner



Toby & Angela Strong



Kelly Keates, Neil Gibbins



Sam McCarthy, Minh Thu Ho, Linh Bui



Kevin Scarce, Geoff Vogt



Kimberley Ferguson, Pia Goetjens



Zoe Detmold, Sully Detmold



Jim Grose, Craig Maynard



Scott Boocock, Richard Sims, Claude Cicchiello



Michael & Michelle Hamilton, Claire & Jon Seeley



Fiona & Daniel Johnson



Paul Evans, Andrew Vlassopoulos



Peter & Alexandra Cobb



Anthony Kittel, Troy Wuttke

SCHOLARS IN FOCUS

SCHOLARS IN THE MEDIA – The following articles can be seen in more detail on the ILF website.

Kris Lloyd (ILF 14)

Kris has been a very busy lady. The cheese maker won the Duncan MacGillivray Entrepreneur Award for her efforts including founding the South Australian Cheesemakers Association and the CheeseFest Cheese Festival.



Woodside Cheese Wrights was named in the top 16 in the world at the World Cheese Awards, not a bad achievement considering over 3,000 cheeses from over 30 countries were judged. Kris' goat cheese Anthill is encrusted with native Australian green ants and won best cheese at the World Cheese Awards in San Sebastian in Europe in November. Kris said the green sacks on the abdomens of green ants have this almost sherbet, citrus-like flavour, combined with Adelaide Hills lemon myrtle and it's a taste bomb.

The winning "taste bomb"

Kris Lloyd was one of the 16 international judges appointed to the Super Jury, but was asked to step down from the panel given her cheese was one of the 16 in the running for the grand champion.

Geoff is wondering where Kris was when he was going hungry after throwing away countless cheese sandwich school lunches which had been invaded by ants.

Jarrold Starkey (ILF 15)

Jarrold is an inspirational community contributor, featuring in a TV Commercial about the West Whyalla cricket club and Toyota's support for junior cricket.

Dale Roberts (ILF 13)

According to chief executive Dale Roberts, bold capital investment and a significant restructure of creative agency KOJO is driving a 70 per cent upsurge in revenue during the past four years. The Adelaide-headquartered company now has 85 staff nationally. It is a strong turnaround for a company that hit rock-bottom in 2011-2012. Significant funds were invested in new staff and a new model for the 22-year-old business pushed its national expansion, leading to rapid growth.

Creative company KOJO is starting a new film and television production arm, joining forces with Hedone Productions.

Ulli Spranz (ILF 15) & Melanie Malig-Spranz (ILF 14)

B.d. Farm Paris Creek's demonstrated environmental responsibility was rewarded when it won the Food SA Peats Soil & Garden Supplies Sustainability Award. The award is for implementing biodynamic-farming methods to protecting the environment from pollution (soil, water, air) and producing healthy, environmentally friendly milks, yogurts, cheeses since 1989.

The dairy company has made a major investment in solar power and efficient equipment and has reaped the benefits. They have saved over 35% of energy originally used, also saving water by changing their clean-in-place system to a foaming system that uses less water.

B.-d. Farm Paris Creek is in the midst of a \$7 million expansion that will double its production capacity and its roof space. This project will create 13 new jobs immediately and likely more to follow.



The B.-d. Farm Paris Creek dairy has covered all available roof space with solar panels

Peter Charlesworth (ILF 13) & Jock Duncan (ILF 11)



Anticipating the thrill of the next big nugget

Minelab Electronics have increased the coil for their highly successful hand held metal detector with improved depth detection helps search for gold previously too deep to detect. The detector allows users to map their location and log gold finds using an installed GPS unit and has had numerous successes across the globe.

Minelab is a South Australian company and is the world leader in consumer metal detecting technologies as well as humanitarian demining and military needs.

Suzi wants to borrow one and test it in her backyard during the holiday period. Hopefully it will locate enough treasure to fund her next trip to Greece.

Toby Strong (ILF 16)

Podpac P/L was named 18th on the Smartcompany Smart50 list of fastest growing SME's in Australia.

Founded in 2012 by Toby Strong, it has grown to 17 employees and a revenue of \$4.8 million. It became the first Nespresso-compatible coffee pod producer in the Australian market (move over George Clooney). The business has big plans between now and 2020 – the aim is to double the size of the business to \$10 million in sales. Toby says the plan to launch Podpac's own coffee machine some-time next year will add a brand new piece to the coffee company.

Toby Strong also featured on Kochie's Business Builders with some great innovative ideas. The video can be seen on the ILF website.

Anthony Kittel (ILF 10), Ben Marsh (ILF 13), Jo Hugman (ILF 14) & Pia Goetjens (ILF 13)

In August Redarc Electronics announced a major factory expansion spring-boarded by a \$2.5 million Federal Government Next Generation Manufacturing Investment Program grant.

Redarc have had a busy period in the last few months staff wise adding 14 people to their team since July this year, they are also about to take on 11 University students undertaking work placements. Redarc expects to create around 100 new jobs during the next four years mainly in the areas of innovation, advanced manufacturing, quality and business development with the redevelopment of the Lonsdale facility adding an additional 2000sqm of advanced manufacturing space.

An excerpt from the press release –

Mr Kittel said “REDARC was continuing to buck the trend against the slowdown in manufacturing in Australia through its strategy of significant reinvestment into R&D and staff development and training” This was supported by a program of continuous innovation, the production of high quality products, the provision of strong technical support and close community involvement. “REDARC is a high growth, high quality manufacturer and we are looking to expand as we continue to thrive,”



Redarc at SEMA, Ben Marsh Left, Anthony Kittel right

Redarc Electronics exhibited locally and internationally at various shows and gained best product award at SEMA, the biggest auto parts show in the world. The Tow-Pro Elite electric brake controller was named a 2017 Global Media Award winner at the SEMA Show. This is an unheard of honour for a first time exhibitor at SEMA. Additionally Redarc has been awarded a number of Innovation awards in Australia.

Redarc has set up a North American distribution centre in North Carolina and will start selling product early next year.

Scott Begbie (ILF 16)

APC Technology rugged hardware developer, and mission software designer Acacia Research have joined forces to win a big defence contract. The contractors will develop systems for the ADF national LAND 400 initiative to build Australia's next generation of armoured fighting vehicles. Managing Director of APC Technology Scott Begbie said the joint effort would allow both companies to build upon each other's strengths.

Steve Todd (ILF 12), Andrew Kay (ILF 14) & Ben Bryant (ILF 2011)

South Australian-based wineries Kay Brothers, Wirra Wirra and Pernod Richard Winemakers have all received awards from the SA Wine Industry Association (SAWIA) for their commitment to greater energy efficiency.

Wirra Wirra has made big energy savings from its investment in an efficient refrigeration plant, Kay Brothers now gets 70% of its energy from rooftop solar panels and has been a leader in introducing "lean production" strategies while Pernod Richard has cut winery CO2 emissions by more than 8,500 tonnes per year (equivalent to the output of 1,800 passenger vehicles).

Andrew Kay (ILF 14)



The amazing transformation at Wirra Wirra

Wirra Wirra has just completed a major upgrade of their McLaren Vale cellar door and winery site launching a café – Harry's Deli, a private tasting room for masterclasses and tours and a new conference room. The new facility coincides with Wirra Wirra introducing eight new tour packages and being accepted into the Ultimate Winery Experiences Program which has been set up by Tourism Australia.

Question – Is the SA government about to announce an extension to the Southern expressway to handle all of the new customers clamouring to get to Wirra Wirra?

Dr Derek Rogers (ILF 14)

Derek made the list of Australia's Most Innovative Engineers for 2016 for his work in Unmanned Surface Vessels (USV).

The Saab Centre of Excellence in Autonomous Vessels (CEAV) team led by Dr Derek Rogers is working towards a major defence exercise to be held in Australia in November 2018, called Autonomous Warrior, an extension of the recent Royal Navy event Unmanned Warrior.

Dr Jordan Parham (ILF 15)

There has been significant recent interest in the activities of the FCT group of companies, being an Olympic year and with FCT-Flames delivering the cauldron for the Rio 2016 Olympics. FCT-Flames delivers reliable, safe, and innovative flame effects which inspire and amaze clients and audiences across the world.

View the capability video for FCT-Flames <https://www.youtube.com/watch?v=0qxAPobfMa4&t=16s>
It is sister company to FCT-Combustion, which focusses on industrial combustion products and solutions for high temperature processing industries, overseen by Engineering Manager Jordan Parham.

Recent attention on the FCT Group has included a visit by the Federal Minister for Small Business, The Honourable Michael McCormack MP. FCT-Flames received the 2016 Creative Industries Award at the 2016 Business SA Export Awards held in October at the Adelaide Oval. FCT-Flames was named as one of seven finalists in the 2016 SA IMPACT Awards held in November. FCT hosted visits by the Australian Ambassador elect to Japan, Ambassador of Qatar and Ambassador to Malta and Tunisia.

Darren Turner (ILF 15)



Darren is the good looking person in the middle of this photo

MiniJumbuk was named as Myer Supplier of the Year at an awards ceremony in November, as the hard goods supplier up to \$15 million.

Darren said "This award is 30 years in the making for us so it's pretty special to MiniJumbuk and South Australia".

Linh Bui (ILF 16)

Hot Melt Packaging Systems (HMPS) is a wholly owned SA company which recently designed a packaging machine capable of packing personal care items at high speeds. The objective of the project was to build a highly flexible packaging machine which could pack products of different sizes, varying shapes and weights into a variety of box sizes. It needed to be able to support 21 different configurations with line speeds up to 50 cartons per minute.

HMPS build some of the most flexible and adaptable packing machinery in the world, driven by the need for Australian customers to pack shorter product runs than their counterparts in larger markets.



The high flexibility HMPS packing machine

Richard Sims (ILF 12)

Robern Menz is a 107-year-old, fourth-generation family run business, led by brothers Richard and Philip Sims. Growing domestic and export demand for a single product in its portfolio has led the SA Confectioner to hire seven more fulltime employees to the pool of 80 existing staff and put on an extra shift. The chocolate honeycombs produced since 1985 are growing in popularity with more than 10 million pieces exported last financial year.

Shane Kelly (ILF 13)

A tillage system developed by Kelly Engineering in SA is set to slash the cost and boost the productivity of cover crop planting. The system combines a diamond-shaped tiller with an air seeder to allow the entire sowing process to be completed in one pass.

Kelly Engineering managing director Shane Kelly said the company's focus was to build highly efficient products, which were also affordable. More than two-thirds of Kelly Engineering's business is in the United States, where it has generated more than AU\$50m in sales.

Ben Olsen (ILF 14)

Thim, a new sleep training device for insomniacs backed by smartphone technology, was launched in the second half of this year with a Kickstarter campaign to raise \$120,000 to commercialise the technology by May 2017. Thim chief executive and co-founder Ben Olsen is co-developing the technology with Flinders University Professor Leon Lack.

The small, lightweight device is worn on a person's finger and connects wirelessly to a smart phone app to determine when the person is awake or asleep. Thim also features a powernap module to help achieve optimum benefit from having an exact 10-minute nap in the daytime. Ben, who is currently located in the company's Austin US office, said the group hoped to start production of the device, expected to cost \$199, in the next few months.

Jon Seeley (ILF 14) & Michael Hamilton (ILF 16)

Seeley International is set to quadruple turnover. Frank Seeley's big plans have developed since Jon completed the International Management of Production course at Chalmers University.

Frank Seeley says "Seeley International has a roadmap to take the company to \$1 billion. The goal motivates the organisation to grow, and will mean multiple manufacturing sites will be needed in Australia and throughout the world to support the increased sales volumes.

Wayne Duffy (ILF 15)

Dulwich Bakery made the Guinness Book of World Records by baking the world's biggest vanilla slice and raised funds for disadvantaged children. The SA bakery chain's owner, Wayne Duffy smashed the record on July 3, with an 800kg creation, or 2500 standard vanilla slices. Witnesses and bakers consumed what they could, but there was still a huge donation to Kickstart for kids free school breakfast program. We heard student absenteeism plummeted when they heard Wayne was offering vanilla slices for breakfast at school.

Jeremy Hawkes (ILF 14 & 13)

Bowhill Engineering has won a second state government contract to replace the hulls on two ferries operating on the River Murray by 2018. The total investment to replace four ageing timber-hulled ferries with steel-hulled ones is about \$12.8 million. Bowhill has already completed construction work on the first two ferries – one of which is in operation at Lyrup, near Berri. The second one is being fitted out at Morgan dockyard.

Bowhill Engineering specialises in heavy and complex structural steel manufacturing and employs about 25 staff.

Rhett Payne (ILF 14)

ANZ and the University of South Australia's Centre for Business Growth have named Country Blinds as one of ten small businesses who will take part in an intensive company growth program. The program gives CEO's a frame-work to sustainably scale their businesses. Program facilitator Dr Jana Matthews said it believes each of the participating companies have high growth potential. Dr Matthews said "It is important for CEO's to learn what is required to grow their companies".

Andrew Downs (ILF 13)

Industrial automation and control services company SAGE Automation is moving its headquarters to Tonsley. The business is moving into the award-winning Main Assembly Building and its offices will span 3100sq m. SAGE will have about 120 staff based at Tonsley with room to grow. SAGE Automation managing director Andrew Downs said "We share a rich history with the Tonsley site, having delivered a number of projects for Mitsubishi years ago".

Kelly Keates (ILF 15 & 12)

Kelly shows how to stop groundwater pollution from tailing dams. SA company Zonge Engineering created Liquid Integrity Systems after it was asked by a coal gas supplier in Queensland to develop something to help it meet its EPA guidelines. Its wireless solar-powered electronic leak detection system features electrodes that sit on or below the pond liner. An electrical current runs through the electrodes once a day to detect leaks. Kelly said the device was the first of its kind in Australia and had the potential to be a global product. "There's a lot of interest in the device but not a lot of purchase orders at this stage – everybody says it's a great product so we're just waiting for the mining downturn to turnaround".

Alf Ianniello (ILF 11), Tom Clifford (ILF 13) & Zoe Detmold (ILF 16)

SA packaging giant Detmold has made its first local acquisition in more than a decade to expand its manufacturing base, adding one more facility and 45 new staff to its books. Family owned Detmold has bought Custom Cartons, also a family business.

Detmold Group chief executive Rodney Detmold said he was pleased to secure the employment futures of the entire Custom Cartons workforce and build on its commitment to Australian manufacturing. Detmold Group employs 2500 staff globally, with 250 of them in Adelaide.

Claude Cicchiello (ILF 14)

La Casa Del Formaggio chief executive Claude Cicchiello said it bought exclusively from seven farms on the Fleurieu Peninsula and was probably paying the highest price of any processor in the state, to support SA dairy farmers.

The following Scholars' companies appear on the South Australian Business Index top 100

No. 6 Peter Piliouras (ILF 14), Peregrine

No. 20 Peter Charlesworth (ILF 13), Jock Duncan (ILF 11), Codan

No. 29 Alf Ianniello (ILF 11), Tom Clifford (ILF 13), Zoe Detmold (ILF 16), Detmold Group

No. 48 Grant Wilckens (ILF 14), Discovery Holiday Parks

No. 63 Andrew Downs (ILF 13), Adrian Fahey (ILF 16), Sage Automation

No. 79 Ben Macey (ILF 15), GPA Engineering

No. 83 Chris Hartwig (ILF 15), Korvest

No. 94 Anthony Kittel (ILF 10), Ben Marsh (ILF 13), Jo Hugman (ILF 15), Pia Goetjens (ILF 13), Redarc

No. 97 Eddie Lane (ILF 13), Michael Riese (ILF 12), Coldlogic Industrial Refrigeration

No. 98 Richard Sims (ILF 12), Robern Menz

SCHOLAR NEWS

Simon Ridgway (ILF 11)

Simon was recently elected to the Board of the Naval Military & Air Force Club of SA and has taken up the role of functions member. Congratulations Simon – Geoff says any Scholars who are interested in exploring membership of the club should call Simon (0401 710 991). Geoff is also a member and would be happy to field any enquiries.

Marc Allgrove (ILF 12)

Marc reports that his business advisory partnership, Evans + Ayers (www.evansayers.com.au) were recently engaged by the Commissioner for KI to review the Kangaroo Island beverage industry and its participants, highlighting the issues and making recommendations to develop capacity and capability amongst the island's producers. The study coincides with proposals to expand the airport, a golf course development, new accommodation and continued tourism growth.

Michael Harrold (ILF 14)

Michael Harrold reports that in the last 2 years, Glen Carron, his family owned trucking business faced significant challenges with 2 of the 5 family team no longer in the company.

Michael, together with his brother Doug and mother Carmel have stabilised the business and are operating 100 trucks (10% less than last year) but showing 20% higher productivity. Result - bigger cash flow and better bottom line earnings. The key ingredient is delivering a quality, competitive, timely service, coupled with an understanding of how and what to delegate. Even better Michael is ready to keep growing the business whereas previously the company had reached a turnover ceiling which they could not seem to break through. Michael says that the lessons learned at the Mt Eliza General Management Program have been instrumental in allowing him to differentiate the “new” Glen Carron” from the old and from similar competitors.

Dr Douglas Fahlbusch (ILF 15)

Perioperative Healthcare Consulting (PHC) has formed a new business relationship with another Adelaide-based company ‘MCBI’, and has been running a seminar series to inform the healthcare marketplace of opportunities for improving risk, cost and the user experience in healthcare.

The next PHC seminar is with Shinka Management, who are known to the ILF Network. They specialise in the transfer of Japanese management know-how with a focus on lean manufacturing consulting, training and study tours to Japan. Director, Paul Smith has just recently returned from the Conference for Healthcare in Japan, which was jointly hosted by the Virginia Mason Medical Centre (Seattle) and Aso Iizuka Hospital (Fukuoka). These two facilities lead the world in reducing risk and cost in healthcare while improving the user experience, using kaizen/ lean methods that are well-established in other industries.

<https://periopshinka.eventbrite.com.au> Paul Smith, Managing Director of Shinka said: “We are delighted to partner with Perioperative Healthcare Consulting, and look forward to hosting a seminar together in December focused on applying lean management principles to improve quality, cost and patient experience in healthcare”.

Mark Nykiel (ILF 16)

Mark Nykiel, Managing Director of Adelaide based Philmac recently returned from the first module of his nominated course - the Global CEO program (GCP), a joint initiative of The Wharton School, China Europe International Business School and IESE Business School.

The Global CEO Program is a 3 week residential executive leaders program held over 3 non-consecutive weeks at The Wharton School – University of Pennsylvania, China Europe International business school in Shanghai and the IESE Business School in Barcelona. The first module was held in Shanghai during mid-November and 25 CEO's from around the world took part. The quality of course material and presenters was excellent.

Mark reports that the group was fantastic with a great mix of CEO's with a wide range of experience and significant global reach and scale from their respective businesses. The program is designed for CEO's with significant exposure to global markets and with such a high caliber group of CEO's, the conversations, insights and information shared made the first module very rewarding.

Gerry Doyle (ILF 16)

Gerry (Tonkin Consulting) reported that he had completed the first of the two courses he is enrolled for at IMD, and said "The course exceeded all of my expectations, it was a mind-blowing experience for me".

Carl Heyne (ILF 14)

Carl (Heyne's Wholesale Nursery) reports he has just completed a 10 month project commissioned by the Nursery & Garden Industry of Australia. The project was a whole of industry review for the purpose of a potential restructure. The team he worked with have only just presented their recommendations to the national board and state CEO's and Presidents.

Carl said "it's been a considerably important project in the scheme of our industry's history"; also saying "my upskilling as a result of the ILF was a credential that both served as a good foundation for me to work from while deliberating during the project and also a point of interest while being recruited by the NGIA".

Michael Peachey (ILF 15)

Michael reports that following his AICD Company Directors Course he has been appointed to the board of his employer, Wellness and Lifestyles Care Services. The business itself has continued its rapid growth path with the takeover of a Victorian mobile dentistry company, so the revenue from that business now flows to SA, and they are in the process of replicating the service here in SA.

Great to see SA companies taking over operations that are based in the eastern states; reversing the usual loss of control from SA to the East. A good example to us all. Keep up the good work Michael.

SCHOLARS IN-DEPTH

VICTORIA McCLURG (ILF 16) BAROSSA VALLEY CHEESE COMPANY

“My dream is to create something for people to share and enjoy”

The Barossa Valley Cheese Company is a labour of love for Victoria McClurg. It all began, oddly enough, while making wine in Bordeaux. So inspired by the range of artisan cheeses that is part of the natural rhythm of life there, Victoria set out to learn the art of cheesemaking and bring her new found passion home to the Barossa.



In March 2003 the Barossa Valley Cheese Company opened its doors in Angaston, rapidly claiming its place in the region's celebrated wine and food culture. Since then, the range has expanded to 25 product lines and the awards have been prolific with ever increasing demand across Australia. Although consistently growing, Victoria insists that BVCC will not stray from its artisan ethos. *“It will never become an industrialised factory. We will always be an artisan producer.”*

The Cheese

The Barossa Valley Cheese Company has a range of cow and goat milk cheeses made in distinctive styles. Victoria pursues innovation and is always exploring new frontiers in cheesemaking. One of her specialities is washed rind style cheese. While most other artisan cheesemakers are not willing to take the risk of producing a cheese of this style, Victoria has persevered and with the rollcall of awards her Washington Washrind has received, she has clearly hit the mark.

Since the expansion of the premises in 2015, Victoria has almost doubled the size of the business and extended the range of products on offer to produce a unique range of hand crafted semi-matured cheese. The future is bright in the world of Barossa Cheese with ongoing collaboration with other producers in the Barossa.

VICTORIA McCLURG (ILF 16) BAROSSA VALLEY CHEESE COMPANY (continued)

The Region

Victoria is passionate about the Barossa and about adding value to the region. She sits of the board of RDA Barossa, working with the broader community to develop and drive strategy for the region. As part of the tapestry of the Barossa, Victoria's focus is very much on the dairy industry and agriculture. *"With dairies in the region struggling to endure, we must cherish and nurture the few survivors that are hidden amongst the vines. Ultimately, the success of our business is reliant on sustainable, ethical business practices."*

The early European settlers found the Barossa's rolling hills and valleys perfectly suited to mixed farming, creating a rural landscape dotted with vineyards, cereal crops and grazing land. That philosophy has survived to this day, helping to nurture quality produce to stand alongside its world renowned wines.

The Barossa Valley Cheese Company fits comfortably into the Angaston streetscape, with its shop open 7 days a week selling its full range of cheese, condiments specially created to match the cheese varieties, along with complimentary artisanal products.

As a driving force behind food tourism in the Barossa, the Cheesecellar offers a wide range of experiences for visitors to sample cheese, participate in cheese and wine matching, enjoy seasonal cheese platters and watch the cheese makers in action on a daily basis.

The People

With the BVCC's small dedicated team, Victoria is able to balance being the mother of a 13 year old with the demands of a thriving business. This balance of work and family life is carried through the entire team at Barossa Cheese, which has seen long standing commitment from key staff. Victoria has always been dedicated to provide her team with a work environment that encourages personal growth and development as individuals and team members.

"My dream is to create something for people to share and enjoy. The experience that so captivated me in Bordeaux is what I wanted to re-create here. It was, and is, a lifestyle choice."

"I can't imagine a better feeling than sitting in the sunshine with family and friends, sharing a plate of cheese and a glass of wine that are honest reflections of this beautiful Barossa."



**ALEXANDER JENNER-O'SHEA (ILF 13)
SJ CHEESMAN**

Scholar Profile

Alexander Jenner-O'Shea is a mechanical engineer working at SJ Cheesman in Port Pirie. SJ Cheesman is a 108-year-old company that manufactures steel plate product and provides mechanical services, to the surrounding area, significantly the Nyrstar metal smelter. Alexander is originally from Ceduna on the west coast and moved to Adelaide to study mechanical engineering. The call of the country was too enticing and he moved to Port Pirie in 2009 to start work and hasn't looked back since.

Alexander's role is one of wearing many hats, from the shop floor, running engineering projects, up to management, and sitting on the board of the Upper Spencer Gulf's industry cluster, GMUSG.

Although being a long-established company, SJ Cheesman continues to innovate. Between Alexander and Managing Director Stephen Richter, SJ Cheesman has developed a new design of heat exchanger for the Nyrstar zinc smelter. Currently the company is working with Adelaide University's Institute of Photonics and Advanced Sensing (IPAS), developing an innovative optical-based temperature sensor, capable of measuring up to 1600 degrees Celsius.

Alexander received an ILF grant in 2013, and chose to study an MBA at Adelaide University, fitting it in part-time alongside his engineering role. He also teaches part-time, instructing the next generation of mechanical engineers in lean manufacturing; hoping to inspire younger engineers that this is where the 'real engineering' happens.



Bochum, North Rhine-Westphalia

Exchange to Germany

"As part of my MBA, I elected to spend two weeks studying abroad. Where else would I chose but the home of precision engineering, manufacturing excellence, and of course more beer than you can shake a bratwurst at: Germany".

The study consisted of one week in Leipzig, Germany and one week in Prague, Czech Republic studying 'doing business in the European Union'. I loved Leipzig with its old-world town square and easy-going pace of life, not to mention the German bakery culture.

It was also a chance to meet with students from all around the world and very insightful to get an understanding of how other cultures see business, as well as socially network with like-minded people.

ALEXANDER JENNER-O'SHEA (ILF 13)
SJ CHEESMAN (continued)

So, what did I learn in Germany that I can bring back and apply in SA? A lot of the course dealt with competitiveness, taking examples of how Germany has grown as powerhouse of manufacturing export success.

Germany has a strong culture of SMEs (in German, 'Mittelstand'), the backbone of the German economy. These medium-sized companies have a heavy focus on both manufacturing and R&D, and a high number of patents per employee. The most successful of these invest less and output more than their competitors. They achieve this by thinking about what they do well, focusing on their core competencies and leveraging these to achieve export success.

SMEs in South Australia can emulate this innovation, targeting markets which are likely to show future growth as export customers. Export success is a proxy for international competitiveness. Can our companies export successfully? If not, what can they do to be able to export successfully? Where are our strengths? While Australia does not have the economies of scale that Europe does, with the nearly a billion customers on their doorstep, Australian companies that are able to develop a niche where they are world leaders, will be much better positioned to be able to export successfully.



Leipzig, Porsche Factory

Perhaps looking at what world-class strengths and capabilities lie within our companies and state can point to fruitful directions for innovation. With growing demand from Asia for our resources, particularly our food and wine, we need to make sure that we are value-adding all that we can to extract as much benefit as possible within our borders.

ALEXANDER JENNER-O'SHEA (ILF 13) SJ CHEESMAN (continued)

Thank you to ILF for the opportunity

Sadly, one of the areas Australian manufacturing firms lack is leadership. I applaud the creation of the Industry Leaders Fund to combat this and thank the ILF for the opportunity to undertake further training and develop leadership to further improve South Australia's competitiveness. German firms that can maintain strong continuity of leadership have been able to drive the success of 'Mittelstand', and the work of the ILF is one way of supporting South Australian SMEs to emulate this success.



Leipzig, Saxon – Alex is hiding behind the lady in the middle

KEY DATES 2017

DATE /TIME	EVENT	LOCATION
6 February (TBC) 12.30 to 6.30 pm	Half Day Training Seminar, Trainers – Laura Carrocci & Sarah Bartholomeusz	Flinders at Tonsley (TBC)
21 February 6.00 to 8.00 pm	NMAF Club Dinner Speaker Peter Piliouras (On the Run)	111 Hutt Street, Adelaide
22 February 4.30 to 6.00 pm	ILFSN Committee Meeting	Industry Leaders Fund
21 March 6.00 to 8.00 pm	NMAF Club Dinner Speaker Andrew Downs (Sage Automation)	111 Hutt Street, Adelaide
5 April 6.00 to 8.00 pm	ILFSN Cocktail Function Speaker John Kain	TBA
18 April 6.00 to 8.00 pm	NMAF Club Dinner Speaker Rhett Payne (Country Blinds)	111 Hutt Street, Adelaide
9 May 6.00 to 8.00 pm	Applicant Information Evening	Industry Leaders Fund
16 May 6.00 to 8.00 pm	NMAF Club Dinner Speakers Frank & Jon Seeley (Seeley International)	111 Hutt Street, Adelaide
5 June 4.30 to 6.00 pm	ILFSN Committee Meeting	Industry Leaders Fund
20 June 6.00 to 8.00 pm	NMAF Club Dinner Speaker Grant Wilckens (Discovery Parks)	111 Hutt Street, Adelaide
18 July 6.00 to 8.00 pm	NMAF Club Dinner Speaker Anthony Kittel (Redarc)	111 Hutt Street, Adelaide
22 August	NMAF Club Dinner Speaker Kelly Jamieson (Edible Blooms)	111 Hutt Street, Adelaide
18 September 5.30 to 7.30 pm	Awards Ceremony Speaker Carolyn Hewson	National Wine Centre Adelaide
19 September 6.00 to 8.00 pm	NMAF Club Dinner Speaker Corrina Wright (Oliver's Taranga Vineyards)	111 Hutt Street, Adelaide
17 October 6.00 to 8.00 pm	NMAF Club Dinner Speaker TBA	111 Hutt Street, Adelaide
23 October 6.00 to 8.00 pm	ILFSN Cocktail Function Speaker TBA	TBA
6 November 4.30 to 6.00 pm	ILFSN Committee Meeting	Industry Leaders Fund
21 November 6.00 to 8.00 pm	NMAF Club Dinner Speaker TBA	111 Hutt Street, Adelaide

