



**Industry Leaders**  
Fund Incorporated  
**Scholars Network**

# Newsletter

June 2016

### WELCOME TO THE SEVENTH INDUSTRY LEADERS FUND NEWSLETTER FOR SCHOLARS

In this newsletter you can read about the following:

- **Chairman's Message**
- **Coming events**
  - **Cocktail function, 8 June with Kevin Scarce at Bendigo Bank**
  - **BMW Drive Day, 17 June at Adelaide BMW**
  - **Network Training Seminar, 15 August at William Buck**
- **Past events roundup**
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  - **ILFSN Cocktail Function at KPMG, 27 April**
  - **Applicant Information Evening – 10 May**
  - **INSEAD – Innovation Beyond the Start-up Master Class, 11 May**
- **Scholars in Focus**
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#### Contributions

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



### Chairman's Message

I am sure you all face the same confronting realities that time continues to move at an ever faster pace. Weeks are turning into months and the before you know it, we are already at June!

What I have been told by others much wiser than I am is to find the time to value quality people and relationships, in particular those that are willing to enhance your life. I firmly believe that we have a unique network that has some very special individuals who have displayed exceptional attributes to become an ILF Scholar.

We provide some great forums to come together socially and professionally with industry leading training and now our exciting roundtable program. All this provides forums for you to access South Australia's greatest talent and share information that will benefit you in your business and career as well as enhance your personal life.

I encourage you, even in the hectic and sometimes chaotic world we live, to make time to get to our Scholars network events. The opportunities are in front of you with the Scholars network. Use these relationships to grasp these opportunities and maximise your gain from your exclusive membership. Don't let them pass you by...

We should also take stock of the very impressive results that the Scholars have collectively produced for their businesses following the survey conducted in January. The more than 450 jobs created since Scholars had completed their courses highlights the success and calibre of individuals in the network and should be seen as shining beacons for this state.

I would like thank the committee for their support and efforts in planning our next round of training seminars and the introduction of the Scholar's roundtable program. The Scholars Network is proud that it has some of the leading business minds in South Australia within its membership. We believe that providing this forum where we can share key aspects of doing business, critical learning's from professional development and problem solving similar business issues will take those involved to a new level. I would like to personally thank Steve Todd and Geoff Vogt for their efforts in this exciting initiative to commence in the coming months. If you are interested in taking part in the second group please contact Suzi or Geoff.

I look forward to seeing you at our next function and continue hearing the fantastic success stories.

Best regards



Eddie Lane

### COMING EVENTS –

#### COCKTAIL FUNCTION – 8 JUNE 2016



The second ILFSN cocktail function for 2016 is being hosted by the Bendigo Bank, 80 Grenfell Street, Adelaide.

The guest speaker is Rear Admiral the Honourable Kevin Scarce, Royal Commissioner for the Nuclear Fuel Cycle Royal Commission and former Governor of South Australia. Kevin will discuss the Royal Commissions' final findings.

Thank you to the Scholars who have rsvp'd for this cocktail function; be sure to have your questions ready for the Commissioner.

If you wish to attend but have not let Suzi know, please do so to ensure you will be let through security into the building.

#### BMW DRIVE DAY – 17 JUNE 2016



**Adelaide BMW**

Adelaide BMW are hosting a drive day for the ILFSN, the event is free of charge with limited places.

The run starts from Adelaide BMW with a driver briefing, form-up at Stirling then first driver change at Mylor, there will be driver changes at Echunga, Macclesfield, Strathalbyn, Meadows, Willunga Hill, Willunga then head to Maxwell Wines at McLaren Vale for lunch. There will be another three driver changes on the way back to Adelaide, with the drive finishing at BMW at 3.45pm with drinks and nibbles. The event concludes at 4.30pm.

Geoff Vogt attended a drive day last year and reports it was an excellent opportunity to see some beautiful countryside in comfort and luxury. It provided some excellent networking opportunities and a rare chance to drive eight cars of a standard that he could otherwise only have dreamed of experiencing.

A couple of withdrawals mean a limited number of vacancies have opened up.

Be quick to secure your place.

### **NETWORK TRAINING SEMINAR – 15 AUGUST 2016**

Keep the afternoon of Monday 15 August free for the Network Training Seminar.

The seminar will be held at William Buck, 211 Victoria Square, Adelaide commencing at 12.30 for lunch and concluding with networking drinks from 5.30 to 6.30 pm.

Thank you to for William Buck for supporting the seminar.



There are two elective streams available, stream one with trainer Lowen Partridge from Peartree Brand Strategy and stream two with Michelle Prak, aka Prakky.

#### **Stream 1. How to avoid random acts of lunch – strategic networking**

*If you answer yes to any of these questions, this session is a must do -*

Do you understand the significance of a good network of contacts but are not sure how to effectively build one for yourself?

Maybe you do not feel you use your networking opportunities well enough?

Do you fail to manage networking relationships to maximise the benefit?

Could you be confusing socialising with strategic networking?

#### **Stream 2. Personal brand & Social Media**

It has been said “Defining your personal brand is as important for you as defining the brand of the business you work in is for that business”. Can you honestly say you fully understand the concept of a “personal brand”? If not this session is essential for your future success.

This training seminar will be very free of charge and very valuable for you and your companies. We hope you will participate and look forward to seeing you there.

### PAST EVENTS ROUNDUP

#### **MEDIA TRAINING SEMINAR – 9 FEBRUARY 2016**

Due to its popularity in July, a replica of the first media training seminar was held at Flinders at Tonsley. 32 Scholars attended and the general feedback was they enjoyed the training and learnt a great deal from it. The event was a great success.

The seminar was split into two streams, Media training with Ron Kandelaars, and Presentations to Multiple Audiences, led by Kelly Nestor and Helen Tiller.

The training was free of charge, thanks to the sponsorship from William Buck and the Economic Development Board.



Photos from Ron Kandelaars class



Photos from Kelly Nestor and Helen Tiller's class



Photos from networking drinks after the training



Helen Tiller, Ron Kandelaars, Kelly Nestor, Geoff Vogt



Steve Todd, Peter Cox



Ben Marsh, Matthew Illman



Alex Jenner-Oshea, Andrea Mead



Andrew Kay, Malcom Wright, David Hart



Eddie Lane, Dr Leanna Read



## ILFSN COCKTAIL FUNCTION – 27 APRIL 2016

The ILF Scholars Network's first cocktail function for 2016 was hosted by KPMG.

The guest speaker was Industry Leaders Fund 2013 Scholar Andrew Downs (Sage Group), who stepped in at short notice to replace Darren Thomas who withdraw due to business commitments. Andrew gave an engaging talk which provided an excellent insight into the history of Sage and his learnings at Harvard with lots of practical tips and take-ways.

It is fantastic to see such strong Scholar attendances at the cocktail functions which are held for the Scholars to network and catch up.



Anthony Kittel, David McNeil, Andrew Downs



Dale Roberts, Geoff Vogt



Emilio De Stefano, Shane Kelly



Jeremy Hawkes, Dr Derek Rogers, Pia Goetjens



Richard Simms, Wayne Duffy, Steve Todd



Richard Colebatch, Jon Seeley



Hamish Hogben, Kelly Keates



Johnathon Matthews, Darren Turner, Daniel Wilson



Eddie Lane, Richard Colebatch



Grant Schroeder, Geoff Vogt, Andrea Mead

### APPLICANT INFORMATION EVENING – 10 MAY 2016

The ILF applicant information evening was a huge success, with speakers Victoria Angove and Grant Wilckens doing such an excellent job they were highly praised by the guests at the function.

The education bodies that had manned displays were –

Australian Institute of Company Directors

INSEAD Executive Education

Melbourne Business School

Shinka Management

University of Adelaide Business School

University of SA – Centre for Business Growth

MBA & Business School

Strategic Partnerships

Leaders Institute of SA

Unmanned displays were –

IESE Business School, New York

Saïd Business School, Oxford UK

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.

### Photos



Phil Ransome, Ann Verbeek, Michael Segredos



Sarah May, Damian Scanlon, Kimberley Bell



Peter Hryhorec, Joanna Reppucci



Kelly Keates, Peter Nguyen



Margaret Hunt, Craig Ottaway



Heather Gryst, Matthew Remphrey



Emilio De Stefano, Justin Boehm, Peter Adamo, Matoula Makris



Sean LePoidevin, Gerald Doyle, Grant Wilkens



Jason Burdett, Rebecca North



Peter Staley, Jordan Green, Kelly Baker-Jamieson



Wayne Lyons, Andrew Barber



Suzi Douflias, Lara Hubczenko



Paul Haysman, Chris Stathy, Henri Hugo



Wayne Duffy, Philippa Crawford



Caroline Lange, Wayne Duffy, Stephen Myatt



Carol Dean, Victoria Angove, Emily Rich

### **INSEAD – INNOVATION BEYOND THE START-UP MASTER CLASS – 14 MAY 2016**

INSEAD offered 20 places to ILF Scholars at their first Adelaide masterclass held at Jolley's Boathouse Restaurant and all places were filled. The event was aimed at companies that have been in operation for about twenty years or more, the class was led by one of INSEAD's most dynamic entrepreneurship professors, Professor Paul Kewene-Hite. He is the creator of the INSEAD Start-up Boot camp, and is the lead professor on INSEAD's MBA elective "Your First Hundred Days" – which teaches students how to turn around a failing company.

The feedback from the Scholars who attended the class was very positive.

### SCHOLARS IN FOCUS

#### SCHOLARS IN THE MEDIA

**Emilio De Stefano** featured in the January 2016 SA Defence Business Magazine. Emilio wrote about his experience at the Stanford Graduate School of Business in Palo Alto, California while undertaking a two-week executive education program. Thank you Emilio for highlighting the ILF.

**Dr Derek Rogers** (Saab Australia) also featured in the January 2016 SA Defence Business Magazine. Derek heads up Saab's Global Centre of Excellence in Autonomous Vessels which is developing technologies for control systems for unmanned ships and boats. He is also Adjunct Associate Professor with the Defence and Systems Institute (DASI) with the University of SA, and adjunct with Adelaide University. Thank you Derek for also endorsing the ILF. In April Derek advised he had won the \$10,000 David Robinson Award from Engineers Australia to assist him to further his leadership studies. Well done Derek.

Discovery Parks (**Grant Wilckens**) was featured in the Advertiser on 4 January. Discovery Parks announced it had entered into a conditional implementation deed with rival Aspen Group that will give the Adelaide company a game-ending voting power of more than 90 per cent and make it Australia's biggest holiday park operator. The transaction has now completed with a significant expansion of Discovery's Head Office in Grenfell Street.

**Peter Cox** (Gelista) was interviewed 21 January on Adelaide Radio in their Gastronomer segment. The recording is on the ILF website. His new ice-cream range is nothing short of amazing.

**Patrick Power** of PowerHealth Solutions featured in the Advertiser on 26 January. Adelaide's PowerHealth Solutions has partnered with Canadian Healthcare Management to bring its patient costing system to Canada, creating more jobs and wealth for South Australia. Patrick also featured in the Advertiser on 16 February. Patrick Power plans to double his local work force of 70 at PowerHealth Solutions in the next two years and sees Adelaide as the ideal base for his fast-growing international network.

**Rhett Payne** of Country Blinds featured in an article by Nigel Austin, in the Saturday Advertiser Silent Achiever column on 30 January titled "Hard work and blind devotion paying off." Congratulations to Rhett on creating 20 new jobs in three years. Rhett was also interviewed on Hills Radio and the recording is on the ILF website. Acknowledgement of the ILF grant was a feature of Rhett's interviews. This is very helpful exposure which attracted at least one applicant for 2016.

Seeley International (**Jon Seeley**) featured in The Lead South Australia on 9 March. Seeley International is developing a data analytics systems to mine Big Data to help monitor the performance of its air conditioners across the globe in real time.

**Eddie Lane** of Cold Logic featured in the Advertiser on 22 March announcing a contract with Sundrop Farms at Port Augusta. Cold Logic is installing a customised system to cool the desalinated water supplied to Sundrop Farms' landmark greenhouse project.

**Darren Turner** from MiniJumbuk was interviewed on ABC TV Landline explaining MiniJumbuk's success in a highly competitive industry. Darren was also interviewed on ABC regional Radio about his ILF grant. These are both on the ILF website. It is great to see Darren promoting the ILF so prodigiously. Thanks Darren.

**Alf Ianniello, Andrew Downs, Grant Wilckens, Jon Seeley, Ben Radford, Anthony Kittel, Jeremy Hawkes, Neil Gibbins and Kelly Keates** were mentioned in Resourcing SA, autumn edition. The article mentioning that ILF Grants are available to develop South Australia's leaders.

**David Hart** from Dematec was interviewed by Nigel Austin, in an article which appeared in the Saturday Advertiser Silent Achiever column on 9 April titled "Dematec Automation is playing a key role in helping companies bridge the gap from traditional manufacturing to the new age of advanced manufacturing." Thanks for encouraging Nigel to mention the ILF. Well done David.

**Kelly Keates** from Zonge Engineering won the Excellence in Leadership - Women in Resources award at the SACOME awards night and featured on 21 April in The Advertiser and in the Resourcing SA Winter 2016 magazine.

**Ulli Spranz** from B.-d. Farm Paris Creek featured in The Advertiser on 3 May, "B.-d. Farm gears up for first China milk exports". Award-winning B.-d. Farm Paris Creek is in the midst of a major extension of its facilities, which will see the company install a new extended shelf line (ESL) for milk by November, expecting 13 jobs to be created.

Ulli was interviewed on 18 May by Ian Henschke on ABC Radio, the primary topic of discussion was dairy farmers being underpaid for their milk and it included information about the advantages of biodynamic dairy products and the benefit Ulli has gained from the Harvard Owner President Manager Program.

**Chris Henry** from Austofix proves South Australia surgical inventions can penetrate world markets.

"An innovative gadget that removes the need for x-rays during orthopaedic surgery is helping Austofix expand into the Middle East and China", featuring in The Lead SA on 9 May. Chris featured again in The Lead SA on 12 May, "A plate designed to help wrist fractures heal faster will be launched next month." These innovations will please all sporting Scholars and old codgers like Geoff as they approach Osteoporosis age.

**Kris Lloyd** was the subject of a Tasting Australia article in "Indaily". They included one of her quick and easy recipes that sounded so good my mouth is still watering.

The above articles, can be read on and interviews heard at the ILF website.

### SCHOLAR NEWS

Alf Ianniello has resigned from the ILFSN committee due to heavy travel commitments.

The current members on the committee are –

Eddie Lane (Chairman)

Steve Todd (Treasurer)

Kelly Keates

Stephanie Morris

Marc Allgrove

Kris Lloyd

Shane Kelly

Paul Haysman (ILF Honorary Board Member)

**Vanessa Picker** confirmed that the Fit-Us-In business she was starting has not been successful. She has since worked for the Commonwealth Government as an adviser to set up the social bonds program and is now assisting the NSW Government to do the same. Failure is a normal part of the start-up scene and after a period of government employment to “recharge her batteries”, we fully expect to see Vanessa starting something else new and adventurous to take advantage of lessons learned from Fit-Us-In.

**Sophie Betts** has since moved to Sydney. We wish her all the best and look forward to the day that her journey returns her to beautiful Adelaide.

The Pipette Company (**Johnathon Matthews**) has been sold to Cooper Surgical, a USA based company. Johnathon said he expects that Cooper will maintain the facility here because the production process is very specialised and it takes three years to train technicians. They have recently recruited three technician trainees as well as people to take over the management role. Johnathon will remain until transition is complete.

**Pia Goetjens** has commenced a new role as customer service technician at Redarc. Congratulations Pia and congratulations to Redarc in spotting and attracting good talent.

B.-d. Farm Paris Creek (**Ulli Spranz & Melanie Malig-Spranz**) was awarded an SA Government grant of \$900,000 to install a non-UHT long life packaging plant for mild products to allow greater export market penetration. Please make sure there is enough left for us in Oz.

**Ben Macey** from GPA Engineering has been seconded to Santos as an instrument Electrical Engineer for the 2016 year.

**Simon Ridgway** has been appointed Maintenance Manager of Torrens Island Power Station, a role of increased importance given the demise of Port Augusta. Simon we are relying on you to keep the lights on when the wind and sun refuse to do it for us.

**Shane Kelly** (Kelly Engineering) reported that there has been very strong demand for Kelly's equipment in Australia over the last year offsetting somewhat weaker demand in the USA where farmers are doing it tough. Shane is focusing his marketing efforts in Europe.

**Anthony Kittel** (Redarc) hosted the Australian members of his Owner President Manager Program in Adelaide and the Barossa over a weekend in February. Great to see SA being showcased to the world. Thanks Anthony. You do us proud.

**Stephanie Morris** is wondering what she will do with her spare time when she completes her Uni SA MBA in August. The MBA included two weeks in London and qualified her as a graduate of the AICD Company Directors Course. It was suggested that she might spend some of her spare time making breakfast in bed for her hubby, but she thought a better use of the time would be to enjoy breakfast in bed made by the new love of her life.

A survey of Scholars was conducted in January this year to update data from the April 2015 survey.

The results included:

1. Over 450 jobs had been created in scholar's businesses since they had completed their courses, compared with 44 in 2015. The average grant dollar cost per job is \$2,500 compared with \$9,500 last year.
2. Turnover growth since course completion varied from stable to 50%+. Expansion was the result of greater penetration of existing markets, new export markets, takeovers and new products. Increases in export sales were up to 30%.
3. There was unanimous agreement that the courses had improved job performance and multiple reports that the improved performance techniques had flowed to other employees.
4. There was unanimous agreement that Scholars would recommend their course to others in a similar position.
5. Benefits mentioned include improved strategic planning, business growth, succession planning, stronger networks and access to ILFSN functions and courses.

### SCHOLARS IN-DEPTH

#### CINDY DENNIS

Cindy Dennis is General Manager of the Firearms Dealership at Lightforce Australia, a second generation SA owned business with Headquarters based in Hindmarsh. Lightforce Australia Pty Ltd (LFA), is a well-known manufacturer of portable lighting systems, firearms and accessories (branded Ace Precision Rifle Systems) and Rifle Optics produced by sister company Lightforce USA (branded Nightforce Optics). The group has other diverse interests including extensive pastoral holdings and like many successful mid-size family companies has established an advisory board.

The Business was started by Cindy's father Ray, who built a set of driving lights when he couldn't find anything good enough on the market. Some neighbours saw them and asked where they could get some and quite quickly other friends and neighbours were asking and the business began right there. When Ray wanted a better rifle sight and built his own a second line of the business began.



Cindy came back into the Family Business after working as a Dentist on the Eyre Peninsula for nearly 10 years. The challenges associated with owning a multi-branch rural dental practice provided Cindy the opportunity to explore a variety of management techniques and strategies. The cohesive team expanded to serve both private and public clients in several locations spanning 400km. Throughout her Dental Career, Cindy encouraged many Dentists to embrace the concept of working in rural/remote Australia and assisted them with work experience and early career mentoring.

During this time Cindy indulged in her first love, horses. She travelled extensively both in Australia and overseas in the quest of the skills and philosophies that created many great horsemen and women. Hosting several international clinics in South Australia, she focussed on starting horses and the art of ranch roping, both of which have seen her spend many hours in the saddle. She was one of four horse enthusiasts who established a community club called "Wudinna Team Yarders". Cindy was president for 5 years as the sport grew rapidly, with the development of two other formal clubs and several events per year across SA. The Club is still going today and has maintained its focus of bringing communities together for the purpose of active, clean family fun.

An appreciation for fine craftsmanship and a good dose of artistic flair has been a constant in Cindy's life and whilst it now commonly takes form in lego building or making animals out of toilet rolls, there is still usually an unfinished leather or drawing project around the home.

In 2009 Cindy had the opportunity to step back and allow the Dental practice to maintain itself with a locum Dentist whilst she started a family. The agricultural part of the LightForce business was in transition in 2010 and Cindy shifted her focus to assist coordination of contractors for 6000 acres of mixed farming enterprise and a pastoral station. In 2013 Cindy was offered an opportunity to join the Senior Executive Team at Lightforce in Adelaide and made the shift (horses, chooks and all) to the big smoke. Since then, Cindy has been involved in a variety of areas of Lightforce and her broad skill set have allowed her to add value in both operational and strategic roles.

In 2015 the group decided to re-establish its Firearms Dealership (initially opened in 1985 in Cleve, South Australia) and Cindy was asked to lead the team. This part of the business now also provides high quality gunsmithing which is synergistic to the group's manufactured sporting lights and rifle optics. Whilst predominantly selling to the public from its Australian base, earlier this year Lightforce Australia claimed success in its first Australian Defence Force tender submission and will be supplying its range of NightForce Optics to the Special Operations Command of the Australian Defence Force.

In addition to managing the Firearms Dealership, Cindy contributes to the Lightforce Group as a member of the Strategic Management Team and as a member of the Lightforce advisory board.



Cindy's focus is now on growing Australian Capability in all aspects of the Lightforce business. She will be attending the General Management Program at Harvard in August this year and will use this opportunity to consider successful global strategies for businesses like Lightforce, who face exciting challenges as they continue to innovate and grow.

### BEN MACEY

Ben is currently working at GPA Engineering as an Instrument Electrical Engineer. Ben has been working at GPA for over 4 years and has become a trusted member of the GPA Family. They tell us he has excellent technical abilities and experience in the Oil and Gas industry.



The size of projects Ben works on varies dramatically from large pipeline or facility upgrades to smaller wellhead projects. Ben completes the scoping, design and commissioning of projects and has recently achieved his Chartered Engineering status.

GPA Engineering is a multi-disciplined engineering company which prides itself in being passionate about engineering. GPA attracts work from interstate and overseas and fights to keep jobs in South Australia against national and international competition.

The GPA family has grown from 3 people 28 years ago to 160 people in 2016 and is a prime example of a highly successful, medium sized, South Australian Company.

Ben's success at GPA has earned him a seconded position in Santos; he is currently the only Instrument Electrical Maintenance Engineer Santos have for their Cooper Basin satellites and fields. It is a challenging role with multiple critical issues to solve at once. He is rising to the challenge well and is also finding time to develop maintenance strategies to improve wellhead life and production.



In Ben's spare time he volunteers for The Institution of Engineering and Technology (IET). The IET is one of the world's largest engineering institutions with over 167,000 members in 127 countries. Ben was on the Australian Forum Committee last year, but has stepped down to be more involved with his local committee. He is now the Treasurer on the South Australian Executive Committee and is also a leader on the Young Professionals Section (YPS) Committee. Ben founded the YPS in 2014 with one of his close friends; the YPS committee is now thriving and holds regular community events aimed at knowledge sharing and networking.

Ben is a registered Life Skills Trainer with The IET. He has been coaching students in Life Skills Workshops and at Uni SA Lectures on what engineering is like after university and what skills are needed to succeed.

On a personal note, Ben has recently enjoyed his daughter's first birthday! Ben and his partner Maddy are proud parents to Romy Jay Macey, who has just learnt to bob along and dance with her parents. Ben is a member of Port Power and loves going along to the games with his Dad; hopefully Romy will come along in a few years.



### **KEY DATES 2016**

DATE /TIME	EVENT	LOCATION
6 June 4.30 to 6.00 pm	ILFSN Committee Meeting	ILF
8 June 6.00 to 8.00 pm	Cocktail Function	Bendigo Bank, 80 Grenfell Street, Adelaide Kevin Scarce speaking
17 June 8.45 am to 4.30 pm	BMW Drive Day	BMW Adelaide
15 August 12.30 to 6.30 pm	Network Training Seminar	William Buck 211 Victoria Square, Adelaide
26 September 5.30 to 7.30 pm	Awards Ceremony	National Wine Centre Corner Hackney Rd & Botanic Rd Adelaide
7 November 4.30 to 6.00 pm	ILFSN Committee Meeting	ILF