



**Industry Leaders**

Fund Incorporated  
**Scholars Network**

# Newsletter

**JUNE 2017**

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

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Please tell us what you are doing, achievement's in your business or whatever you feel is worth sharing with your fellow Scholars.

### Chairman's Message



*In January I must have blinked for a moment and then found myself in June, and I would hazard a guess that I am not alone.*

*The pace is fast and furious and it won't be slowing down any time soon.*

*As leaders we must keep up with what I refer to as 'liquid times'. Now, more than ever; progressive thinking, innovation and entrepreneurialism is at the forefront of business success and wisdom.*

*Author Angela Davies said "You can't assume that making a difference twenty years ago is going to allow you to live on those victories for the rest of your life"*

*To think that your business model is infallible is to cross the highway blindfolded.*

*The customary business model has been turned on its head largely due to the increased access to others, information and the ability to create our own "change" in moments if we wish. Remember if nothing changes, nothing changes.*

*You are all ILF Scholars - successful leaders and business professionals and it would quite frankly be beyond my expertise to give you any advice about, well, anything. However I would like to share some of the information that has made me sit up and think a little differently as I zoom through 2017.*

*I read a recent study into video as a communication medium, and it is not surprising but I feel I needed to talk about it to truly acknowledge its power.*

- According to the study done by Forbes, video is becoming a critical source of information for executives:
  - More than 80% said they are watching more online video today than they were a year ago.
  - Overall, 65% have visited a vendor's website after watching a video.
- If you want your entire message to be consumed, video tends to be the preferred medium.
- And, according to Leigh O'Neill from NAB  
"Now more than ever you must have a clear plan about your digital marketing strategy – a small business cannot afford to ignore social media."

*It doesn't need to be complicated, but you should seek to have presence on some of the main social media platforms depending on your business proposition, including*



*(amongst others) Facebook, Instagram, Snapchat and Twitter.*

*VOC – What is VOC? Voice of the Customer: Obtaining and understanding the voice of the customer is critical to future customer loyalty, customer social media, brand promotion, and competitive differentiation. As a result, companies are giving VOC greater strategic importance. How they choose to gather VOC data and use the insights will determine their ability to grow and succeed.*

*The best way to gather VOC in my opinion? Have an active social media presence, and people will tell you what they think about you, your business, your product, and sometimes, your life too (cue laughter). You will not need to search for it, it will be right at your fingertips and suddenly your opportunities to grow (based on this feedback) has doubled, tripled – the scale is endless!*

*I have 5 P's that I live by*

*Passion – without passion I cannot do what I do or, better said, I would not do what I do. I wouldn't waste my time doing something I was not passionate about; customers and employees will only be as passionate about your product or service as you are.*

*Perseverance – Is essential particularly in a business where you are constantly creating. It is very easy for the nay sayers to get in the way. Persevere with your idea if you believe in it. "People don't know what they want until you show them" Steve Jobs.*

*People - Employing the right people is incredibly important this will allow you to build a sustainable business with amazing customer loyalty and retention. Trust, strength of character are three things I look for in an employee, whether it is the woman who boxes my cheese, or the man who makes it.*

*Product. Quality, Quality, Quality, I cannot stress it enough, Quality, Quality. I think that will do it. Quality. Build your business on quality product and service, and maintain that level of product and services and your customers will remain loyal.*

*Profit. It is essential to understand your numbers and know what is gross and net profit. I am not naturally gifted in the 'math's department' but I have worked hard to understand my margins and protect them.*

*Business is like life – you will only get out what you put in. For me it is all about working hard, creating my own path, and not giving up.*

*Best Regards*

*Kris Lloyd*

### COMING EVENTS – AND ANNOUNCEMENTS

#### Mystery Training Day – July 2017

A special interest training day is being tentatively planned for the last week of July. Watch out for invitations by the end of June if we can pull it off.

#### Holden Plant Tour – Thursday 24 August 2017



# HOLDEN

Get an insight into advanced manufacturing on a large scale before the Holden Plant at Elizabeth closes in October 2017.

The benefits of a Scholar Tour:

- Seeing the best practice manufacturing processes in operation
- Learning how Holden motivates staff in the most difficult of circumstances
- Seeing the quality of the staff they employ
- Learning how to recruit the best available staff now, before closure with flexible start dates.

Only 30 places available for this tour.

Book now with Suzi – [suzi@industryleaders.com.au](mailto:suzi@industryleaders.com.au)

## Mercedes-Benz Drive Day – Friday 8 September 2017



## Mercedes-Benz

Mercedes-Benz Adelaide are hosting a drive day for the ILFSN, the event is free of charge and the basic framework for the day will be:

- There will be a fleet of 6 vehicles with 2 guests in each
- Meet at Mercedes-Benz Adelaide at 9.30 am
- The drive will be on a pre-determined route through the Adelaide Hills, stopping and rotating throughout the fleet of vehicles at regular intervals
- Morning tea and lunch will be incorporated before returning to the dealership for refreshments, the conclusion of the event is approximately 3.30pm
- Maximum participant number is 12 – first in best dressed – be quick

Feedback from the participants of last year's BMW drive day was excellent.

Eddie Lane (ILF 2012) said *"The ILFSN Drive Day was extremely enjoyable and a fantastic opportunity to spend the day mixing with fellow ILF scholars while driving some very impressive cars."*

*"There was certainly no pressure by the BMW staff and the event is run purely to expose you the current makes and models that make BMW one of the great car brands of the world."*

*"To top the day off, a great lunch was provided and was the perfect opportunity to catch up with others on their lives and business. I would definitely be looking to attend the next ILF Drive Day"*.

Book now with Suzi – [suzi@industryleaders.com.au](mailto:suzi@industryleaders.com.au)

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## **Awards Ceremony – Monday 18 September 2017 at 5.30pm**

The 8<sup>th</sup> Industry Leaders Fund Grant Award Ceremony will be held at the National Wine Centre. The speaker on the night will be Carolyn Hewson AO, Director of BHP Billiton and Stockland Group; Trustee Westpac Foundation; Member of Federal Government Growth Centres Advisory Committee.

The Advertiser considers Carolyn to be South Australia's most powerful business woman. Diarise now for the ILF night of nights.

Look out for your invitation which will be sent during August.

## **Cocktail Function – Monday 23 October 2017 at 6.00pm**

The second ILFSN Cocktail Function for the year will be hosted by Macquarie Private Wealth.



MACQUARIE

Macquarie Private Wealth

The guest speaker is Nigel Smart. Nigel was the first Adelaide Crow to play 250 AFL games for the club. Since retiring in 2004, the three time All-Australian and dual premiership player has lived overseas, had a run at State Parliament, completed an MBA at the University of Adelaide and held a variety of executive positions. The father-of-three's career has come full circle and he is now flying high for the Crows again but on the other side of the white line as the club's Chief Operating Officer.

His talk will focus on the establishment of the Crows Women's football team which won the first women's grand final. The women won the battle on the ground, but there was a lot of pressure on Nigel and his team as they established the business case in the face of complete unknown and brought it to fruition. Nigel will provide insights into both aspects of women's team. You can expect to gain insights and inspiration applicable to your business.

Diarize now – look for your invitation in September.



### Executive Roundtable Opportunity

Last year your committee decided to establish a regular executive meeting group to support the ongoing development of interested Scholars. After careful consideration the Executive Roundtable run by Phil Ransome was selected as providing the optimum balance between quality, time commitment and value for money.

The first group commenced in October 2016. Members include:

Kelly Keates – Zonge Engineering  
Andrea Mead – Heatlie  
Eddie Lane - Cold Logic  
Emilio De Stefano – De Stefano and Co  
Steven Todd – Kay Brothers  
Wayne Duffy – Dulwich Bakery  
Grant Schroeder – Maric Flow  
Tom Clifford – Detmold Group  
Simon Ridgway – AGL  
Chris Henry - Austofix

Members' feedback is very positive:

*"I have been a member of the Executive Round Table since its inception. Its format is very efficient and well managed.*

*The content of our meetings are relevant and varied to me as a business owner and other members have common interests and issues.*

*It's the best business networking group I have been involved with"*

Wayne Duffy  
Director, Dulwich Bakery

*"Axiom recognise the need to create a long-term strategy for success. Phil Ransome's Adelaide based Round table is a wonderful vehicle to get to know other business leaders and share experiences. This has helped us develop our business. Thankyou Phil for your valued input".*

Jim Grose  
Axiom Precision Manufacturing



*“The Executive Roundtable provides me with much needed professional and personal development. I use the half day once a month in the executive roundtable to engage with like-minded managers and business owners to discuss key challenges facing us and our business. It has provided some thinking and reflection time – something that is not often achieved without a dedicated forum and time such as this. I would encourage anyone to look at this as a way of leveraging your network as well as build knowledge and concepts”.*

*Eddie Lane  
Partner, Cold Logic*

Consideration is being given to establish a second group.

If interested you should contact Phil directly on 0438 49 39 99 or alternatively [phil@theexecutiveroundtable.com.au](mailto:phil@theexecutiveroundtable.com.au)

### **NMAF Club Dinners**

The Naval, Military and Air Force Club of South Australia is ‘Showcasing SA Business Success Stories’ held on the third Tuesday of the month, 6:00pm to 8:00pm.

The ticket price of \$60 includes an outstanding two-course dinner, good wine, beer and soft drinks and excellent company. Scholars are welcomed to the Club at these dinners at member’s prices. Military service is not a prerequisite to attend the Club or become a member. Dress code is Jacket & Tie for men and equivalent business dress for ladies.

Colonel Simon Ridgway (ILF 2011) is a regular attender and advises that uniforms and saluting are not required (Geoff says, thank goodness, as his uniform has been shrinking in the wardrobe).

Peter Piliouras (ILF 2014) was so impressed he decided to join the Club. Please support your fellow Scholars by attending a dinner or two.

The past three dinners were very successful, thank you to the Scholars who attended.

Testimonial from Steve Todd (ILF 2012)

*“The ILF dinners can be a fascinating evening - fellow ILF Scholars that you might have met at a network function telling their stories can give a real sense of connection and be just as motivating as listening to some of the well-known business celebrities that we have all heard and sometimes a bit easier to relate to. The fact that it is accompanied with great food, wine and company makes it all the better.”*

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The following are the dates and speakers for the remainder of the year:

20 June	Grant Wilckens	Discovery Parks
18 July	Anthony Kittel	Redarc Electronics
22 August	Kelly Jamieson	Edible Blooms
19 September	Rhett Payne	Country Blinds
17 October	Ulli Spranz	B.-d. Farm Paris Creek
21 November	Kelly Keates	Zonge Engineering

Bookings should be made direct with the Club – Call Sarah on 8223 2422

## **Training Day – November 2017 (Date to be confirmed)**

Facilitator: David Griggs from The Speakers Studio

Topic: “Presenting and Pitching for Success”

Location: To be advised

In this workshop participants will discover how to:

- Create a positive first impression – even before you speak
- Capture your audience in the first 30 seconds and keep their attention
- Become a confident and effective communicator
- Create the best process to deliver your message
- How to structure a pitch or presentation for maximum effect
- Crafting the pitch that differentiates you from the pack

David Griggs is a speaking coach and business pitch consultant with a difference. A former NIDA actor, David combines his own experience in the theatre and operating a successful family company to help people access their ‘inner performer’. He conducts workshops as well as coaching individuals and teams for critical pitches, presentations and interviews.

He is a Past National President of the Professional Speakers Association of Australia and was inducted into the Speakers Hall of Fame in 2007.

David is the Adjunct Professor of “Strategic Presentations” at Carnegie Mellon University Australia.

Invitations will be forwarded when all details have been locked in.

### PAST EVENTS ROUNDUP

#### Half Day Training Seminar – 6 February 2017



The event was held at Flinders at Tonsley (Flinders did not charge for the use of their facilities) and the event was sponsored by William Buck, which meant zero cost to the ILFSN members.

William Buck's support and sponsorship for these events is greatly appreciated.

The topic for this training session was "Personal Business Tune Up – Risk Management 101 for yourself" delivered by Laura Carrocci & Sarah Bartholomeusz.

Feedback from the Scholars was very positive. The event was followed by drinks and networking.

Special thanks go to Ben Bryant for organising Riesling from Jacob's Creek and to Steve Todd for organising red wine from Kay Brothers Vineyards.





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Photos from the event:



*Sarah Bartholomeusz*



*Rhett Payne, Kris Lloyd, Tom Williams, Dr Cindy Dennis*



*Carl Heyne, Kris Lloyd*



*Darren Turner, David Hart, Paul Haysman*



*Jim Grose, Jordan Parham*



*Steve Todd, Kris Lloyd, Dr Daniel Johnson*



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*Emilio De Stefano, Hamish Hogben*



*Wayne Duffy, David Hart*



*Alex O'Shea, Simon Ridgway, Grant Martinella*



*John Scott, Steve Todd, Paul Haysman*



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## Cocktail Function – 5 April 2017

The April Cocktail Function was hosted by Ernst Young.



The guest speaker was John Kain, the Chairman of Blue Sky Alternative Investments Limited. He is also the Managing Director of Kain Lawyers. John gave an informative speech about investing in alternatives and outlined the very strong returns achieved by Blue Sky.

Photos from the event:



*Kris Lloyd, Kelly Jamieson, Dr Derek Rogers, Geoff Vogt, Victoria McClurg*





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John Kain, Kris Lloyd



Richard Colebatch, Jo Hugman



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*David Sanders, Alex O'Shea*



*Geoff Vogt, Richard Sims, Dr Michael Riese*



*Andrew Kay, Kris Lloyd*



*Victoria McClurg, Kelly Jamieson*



*Chris Stathy, Wayne Duffy*



*Daniel Wilson, Grant Schroeder*



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*John Scott, Michael Segredos*



*David McNeil, David Heaslip, Stephen Ludlam*



*Richard Colebatch, Marc Allgrove, John Kain*



*David Hart, Emilio De Stefano*



*Simon Ridgway, Andrew Kay*



*Richard Sims, Wayne Duffy, Grant Schroeder, Daniel Wilson*

### Applicant Information Evening – May 2017

This year's ILF Applicant Information Evening had the biggest attendance to date. There were approximately 85 people in attendance, which included 55 potential applicants, 20 ILF members and 10 people from the teaching institutions.

The following bodies had displays on the night:

Family Business Australia  
IESE Business School  
IMD Switzerland & Singapore  
INSEAD Executive Education  
Melbourne Business School – Mt Eliza  
Saïd Business School Oxford UK  
Shinka Management  
University of Adelaide Business School  
University of South Australia – Centre for Business Growth  
University of South Australia – MBA & Business School

Many thanks go to Ben Marsh, Zoe Detmold and Claude Cicchiello who made excellent contributions. Ben was our MC, Zoe spoke wonderfully about the application process and how she selected her preferred course. Claude inspired a number of wavering potential applicants to take the plunge by humbly explaining some of the lessons learned and the flow on benefits to his business.

Thank you also to the Scholars who attended and assisted in answering questions from the potential applicants. It was also an excellent opportunity for everyone to expand their networks with a large number of industry leaders amongst the potential applicants.

Special thanks go to Andrew Kay who supplied magnificent Wirra Wirra wines and Peter Cox for fabulous mini jars of superb tasting Gelista ice cream.





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Photos from the night:



*Geoff Vogt, Ben Marsh, Zoe Detmold, Claude Cicchiello*



*Christine Lim (INSEAD), Francois Gouws*



*Craig Johns & Rachel Tamme (University of Adelaide)*



*Julie Egonidis (Melbourne Business School), Ally Ricci*



*Greg Lowe, Anna-Maria Kalaitzis & Kelly Martin  
(University of SA)*



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*Lloyd Ioannou, Eri Dennis (Shinka Management)*



*Scott Begbie, Simone Mittiga*



*James Price, Stephen Dippy, Peter Lawrance*



*Kelly Keates, Neil Gibbins*



*Emilio De Stefano, Andrew Ramsey*



*Nat Femia, Nick Femia*



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*Paul Haysman, Mark Canny*



*Claude Cicchiello, Linh Bui*



*Dr Drew Evans, Max Toovey*



*Mark Nykiel, Geoff Vogt*



*Andrew Kay, Wayne Lyons*



*Annie Flannagan, Zoe Detmold, Olivia Fuller*





Robert Aitken, Steve Todd, David Hart



Tom Caesar, Scott Begbie

## SCHOLARS IN FOCUS

### SCHOLARS IN THE MEDIA

The following articles can be seen in more detail on the ILF website.

<http://industryleaders.com.au/scholar-in-the-media/>

### **Dr Derek Rogers (ILF 2014)**

Derek featured in the ABC news coverage of SAAB's announcement of a \$40 million office expansion which will create hundreds of engineering and IT jobs to meet the demand from the defence technology sector.

Christopher Pyne the Federal Defence Minister toured the SAAB facility, which currently employs 300 people and after the expansion will add another 200 people. The new building will include a teaching facility for the University of South Australia.

**Anthony Kittel (ILF 2010)**

**Ben Marsh (ILF 2013), Jo Hugman (ILF 2014), Pia Goetjens (ILF 2013)**

REDARC Electronics have had a very busy couple of months in April & May, winning multiple awards.



*Anthony Kittel at Redarc's Lonsdale factory*



Redarc were honoured to be the recipient of the 2017 Excellence in Manufacturing – Gold Award (Over \$10million annual turnover) at the biannual Australian Auto Aftermarket Excellence Awards Banquet. The award recognises organisations that invest in research, embrace innovation, predict trends and develop a competitive advantage through focussing on continual manufacturing.

Redarc have been named one of Westpac's Top 20 "Business of Tomorrow" recipients. Westpac recognised 200 of the nation's outstanding companies at a summit in Sydney on the 7<sup>th</sup> of April. The top 20 have been given the opportunity to participate in a mentor matching-program with Australian business leaders. Redarc, South Australia's sole listing in the top 20, will be mentored by Deloitte's chief operating officer David Hill. (Geoff has enormous respect for auditors, especially at this time of year, but hopes the Deloitte mentoring does not turn Anthony into a conservative green pen double checker).



*Redarc Managing Director, Anthony Kittel with Syed Shah, Editor of Manufacturers' Monthly*



Redarc received three awards including the most prestigious award of the night “Manufacturer of the Year” at the 14<sup>th</sup> Manufacturers Monthly endeavour Awards night held in conjunction with National Manufacturing Week. Additional awards won included the Most Innovative Manufacturing Company Award and the Global Supply Chain Integration of the Year Award.

Anthony Kittel featured in the Advertiser on the 20<sup>th</sup> of May.

Redarc look to be on track to hit their target of \$100 million in turnover by 2020. They plan to employ 90 new people at the Lonsdale headquarters in coming months as Redarc aims to invest 15 per cent of its top-line revenue in research & development each year.

Business Daily was inspired to visit the Lonsdale HQ recently because of the sheer number of awards the company had won.

### **Andrew Downs (ILF 2013), Adrian Fahey (ILF 2016)**

Andrew is credited with boosting advancement for Women in Business. Lisa Marie Jenkins and Donny Walford were put in contact through colleagues in the engineering sector, including Andrew Downs from Sage Automation. These two ladies teamed up to introduce women’s mentoring program Behind Closed Doors to the US.



*Adrian Fahey at the SAGE Melrose Park manufacturing plant*

Manufacturing and software company SAGE Automation has secured a \$2.8 million contract to manufacture and supply control systems for two ships under construction for the Royal Australian Navy.

The integrated platform management systems (IPMS), which are considered the nerve-centre of naval control systems, will be installed in the naval supply ships being built in Spain by Navantia under a \$620 million Federal Government contract.

SAGE Automation employs 250 workers, providing industrial automation and control services across the defence, infrastructure, manufacturing, resources and utilities sectors.



### Darren Turner (ILF 2015)

MiniJumbuk launched the book LOVE WOOL, the story of MiniJumbuk in May. MiniJumbuk's Managing Director, Darren Turner presented a copy to the Prime Minister Malcolm Turnbull and to Steven Marshall.



*Malcolm Turnbull, Darren Turner*



*Steven Marshall, Darren Turner*

The book celebrates a 40 year journey of a company that has become an international brand from humble beginnings, surviving the winding down of the Australian textile industry, reduced tariffs and manufacturing shifted off shore to China. Above all else it has achieved this in a rural location where the community support for the company have played a huge role in its success.

The book was on the front cover of Lifestyle 1 and also featured in the Australian Newspaper. Most importantly the book includes mention of the Industry Leaders Fund – we really appreciate the mention.

MiniJumbuk are now a major bedding manufacturer with a turnover exceeding \$30 million dollars a year, and employ around 70 people. (Geoff has found some excellent bargains at their Naracoorte factory outlet and on their website, and his wife Lisa and the family are all much happier and better rested as a result).

### Patrick Power (ILF 2014)

Congratulations go to Patrick Power as PowerHealth Solutions won a major contract to supply its technology across 200 hospitals in Canada. The article featured in the Advertiser on the 29<sup>th</sup> April.

PowerHealth Solutions has been selected as the preferred provider for the rollout of its patient level costing system, Power Performance Manager (PPM), across the entire province of Quebec. Quebec has a population of approximately 8.5 million, the project aims to deliver robust patient level costing across all acute, sub-acute, mental health and primary care patients over a three year period.

### Eddie Lane (ILF 2012), Dr Michael Riese (ILF 2012)



Local refrigeration firm Cold Logic has won a \$3.5 million contract to supply and install a refrigeration plant at Coopers Brewery's new Regency Park malting plant. The plant is the largest single spend in Cooper's history and is expected to open late in 2017.

Three new compressor packages – designed and assembled at Cold Logic's Port Adelaide factory – form part of a water chilling system that will circulate five million litres of water daily to regulate the plant temperature.

*Brad Semmier, Jeff Cannan, Tim Cooper & Eddie Lane  
(Looks like Eddie might have negotiated for payment in kind)*

Cold Logic is the 2016 Optus MyBusiness manufacturing business of the year and has 52 staff nationally with plans to reach \$27 million turnover by 2020.



### Kris Lloyd (ILF 2014)

Woodside Cheese Wrights has released Australia's first soft cheese made with raw milk approved for sale to the public. Named "The Kid", the cheese has a covering of white mould in a similar style to a brie, as well as a wrapping of vine leaves. It will sell for \$200 a kilogram. Milk for the cheese is sourced from a single goat farm near Balaklava. Kris featured in the Advertiser on the 7<sup>th</sup> of April.



Kris Lloyd, the founder of CheeseFest, has invited producers of everything from characuterie to chocolate, beer to kombucha, to take part in Ferment the Festival, in Rymill Park, in October this year. The Advertiser ran the story on the 21<sup>st</sup> January.

### Linh Bui (ILF 2016)



*The HMPS5000 Wraparound Case Packer*

Hot Melt Packaging Systems (HMPS) won the 2017 Design Innovation of the Year Award in the category Health, Beauty & Wellness, at the Packaging & Processing Innovation & Design Awards (PIDA). The inaugural PIDA Awards for Australia and NZ have been designed to recognise companies and individuals who are making a significant difference in their field. HMPS is at the forefront of automation and robotics in Australia and one of the largest local machine builders in the country.

HMPS and Lihn Bui featured in The Lead on the 18<sup>th</sup> of January. The robotics company is the complete package for South East Asian food industry. HMPS machines are being used in a number of countries in South East Asia including the Philippines, Malaysia, Indonesia and Thailand. It also has machines operating across Australia, South Africa and New Zealand. HMPS Business Development Manager Linh Bui said its base location in Adelaide makes it ideally placed to service South East Asia because of time-zone similarities and geographical proximity.



*Design, prototype, final build & testing all happen at the HMPS factory near Adelaide Airport*



### Kelly Keates (ILF 2012 & 2015)

Kelly Keates was selected as lead story for the Be Bold For Change Exhibition at Oxford Saïd, UK.

Congratulations to Kelly – first pick from all Oxford Saïd students around the world.

Kelly is the Managing Director at Zonge Engineering and Director at Liquid Integrity Systems.

#BeBoldForChange



**Kelly Keates**  
Australian  
MD at Zonge Engineering, Director at Liquid Integrity Systems  
Oxford Advanced Management and Leadership, 2015

#### I focus on the challenge of doing better

Unknown to me, my first bold moment was being one of only two women working underground in a mine with five hundred men. Back then, as I walked into a highly technical male-dominated industry as a recently graduated female arts student, I didn't know my next role as part-time office assistant would lead to my owning and running a leading ground geophysical survey company. It was my subsequent bold move.

It was a long and challenging journey ending with a heated negotiation at the lawyer's office, where the final agreement was to my benefit, and to the benefit of what is now my company.

I'm motivated by constant improvement and I knew that there was plenty of opportunity there. I was also motivated by people telling me it wasn't possible – in a stubborn, I'll-show-you kind of way.

I made a difference to the company by doubling the revenue in the first year, changing procedures and updating and reviewing our equipment technology. I also work to help other women achieve their goals by providing medical kits for local communities in remote areas around the world where we work. In addition I collaborate with local schools, colleges and universities to encourage young women to follow their goals into STEM subjects.

I don't perceive myself as a woman in a male, technically orientated industry; instead I focus on the challenge of doing it better, with boldness, honesty and integrity.

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CELEBRATING

### **Peter Cox (ILF 2013)**



Peter Cox featured in the Advertiser on the 18<sup>th</sup> of March for Fast Movers 2017. Nominations for this year's Fast Movers closed end of March. Gelista ranked 21<sup>st</sup> last year with a 28.2 per cent average annual revenue percentage growth over the three previous financial years. The Fast Movers awards event was held at the Adelaide Oval on 31 May.

### **Toby Strong (ILF 2016)**

Congratulation to Toby Strong (ILF 2016) with Podista ranking in the top 10 for 2017 at the Fast Movers Awards event on the 31 May.

### **Corrina Wright (ILF 2012)**

Corrina was named by d'Arry Osborne, as one of only two really strong up and coming young wine makers in an interview to celebrate his 90<sup>th</sup> birthday; high praise indeed! The interview was published by Vintage Cellars in its Feb/Mar 2017 Cellar Press magazine.



### **SCHOLAR NEWS**

#### **Jeremy Hawkes (ILF 2014 & ILF 2013)**

Jeremy Hawkes, Managing Director of Bowhill Engineering, reports that they are currently experiencing a massive growth period and have employed about 10 direct people and another 5 contractors to help them handle the work flow. Bowhill Engineering employed about 18 staff early this year and now they have 35 including contractors.

Jeremy is very thankful that revenue will triple the previous year, as last year was not the best. Growth is coming mainly from Bowhill's involvement in the Darlington South Road upgrade (1,200 tonnes of bridge girders), two of the Department of Planning, Transport and Infrastructure River Murray Vehicular Ferries and also the Edinburgh Airforce Base upgrade with Lend Lease.

#### **Wayne Duffy (ILF 2015)**

Dulwich Bakery launched a Coffee Art initiative that is celebrating SA artists via its most visible produce – its takeaway coffee cups.

The works of five SALA artists have been reproduced on a quarter of a million coffee cups that will be sold over the next three months in the nine Dulwich Bakery stores. Dulwich Bakery covered all printing and related production costs, the artists were paid a fee for their work and their details are printed on every cup that features their art.

#### **Jon Seeley (ILF 2014)**

Jon joined the board of World Vision Australia in February, a charity that assists people in Australia to sponsor children in under developed countries.

#### **Anne Hinton (ILF 2014)**

Anne advised she has been invited to join the board of TechInSA. TechInSA is a State Government body that is responsible for assisting innovative SA products and technologies to global markets. Its predecessor, BioSA had a strong record of achievement, and we expect to see that record get even stronger with Anne's input and support.

### **Peter Charlesworth (ILF 2013)**

Peter has joined the board of United Way South Australia, a charity working at raising literacy levels amongst pre-school children in the Elizabeth area.

### **Jo Hugman (ILF 2014)**

Jo, Special Projects Manager at REDARC is the 2016 recipient of the Hender Consulting Prize for the Adelaide University MBA subject “Managing Contemporary Organisations”. The prize value is \$300 and is awarded to the student who “achieves the highest academic rank in a course cohort”.

This is proof that ILF Scholars set the standard – well done Jo.

### **Zoe Detmold (ILF 2016)**

Zoe has welcomed the arrival of her beautiful daughter Coco. To celebrate the occasion Suzi presented Zoe with Coco’s first ever bathtub rubber ducky in recognition of Coco’s willingness to allow Zoe to go out on the town at the ILF information evening on 9 May.

### **Alexander Jenner-Oshea (ILF 2013)**

Alex will be moving to Germany in July 2017 with his journalist girlfriend who has obtained a great job opportunity over there.

### **Graham Hannah (ILF 2015)**

Graham has moved back to the UK for unavoidable family reasons.

We look forward to the day, when both Alex and Graham return to Adelaide.



### Scholars In-Depth

#### **ANDREA MEAD (ILF 2014)**

Andrea Mead is the Managing Director of Heatlie Barbecues, which was purchased by Andrea and her husband, Mal, in 2004. Heatlie Barbecues began 40 years ago in response to a request to make bbqs and roasters for the Australian Army. The business has had a history of struggling in an environment where low cost barbecues imported from China fill the marketplace, but Andrea and Mal took up the challenge of competing in this environment and now run a successful local manufacturing business, which to this day continue to supply catering equipment into the Defence Force.



Heatlie BBQs manufacture commercial barbecues and catering equipment and supply into the retail, defence and commercial catering industries. Their product is well known for its durability and good old fashioned Australian made quality. All products continue to be made in the factory at North Plympton where 17 employees currently make up the Heatlie team.

Andrea came from a teaching background to take on the role of Managing Director soon after they purchased the company. With little experience in business administration she completed an MBA and then was asked to apply for an Industry Leaders Fund grant. Having a family and the business to run, further study was not on the agenda but an ILF grant and study abroad was too hard to refuse. She chose to attend Harvard and spent an intense week during June 2015 at the “Women’s Leadership Forum” with 67 women from 27 different countries.

This week of study, comprised of a range of leadership topics and activities, learned under inspiring lecturers and networking with high achieving women, has been life changing. It gave Andrea the confidence to return to her business with renewed vigour to build the business and to continue to look for opportunities for growth for the business and personal growth for herself.

Heatlie BBQs were awarded two defence contracts over the past four years, one being a developmental project which enabled Heatlie to focus on building capabilities and developing a strategic direction for the next decade. This not only provided financial stability but allowed the company to invest in capital equipment and purchase a commercial property to relocate Heatlie and sister company, Kepno Pty Ltd, to the same site. This allowed much-needed focus on efficiencies in the factory and office.

This year Heatlie have focused on recruiting and developing appropriately skilled personnel to allow the company to continue to seek opportunities. We have employed additional apprentices in order to build capacity for growth in coming years and continue our philosophy of developing young people in a manufacturing environment where skilled tradesmen are a scarce resource. We have also employed a General Manager who will begin with us in July, bringing new thoughts and fresh ideas from an operations perspective and will give the team a new focus for growth. This will allow the company to build on the knowledge and capabilities that were developed through the defence contracts, until the appointment implementation of new ideas and systems has been constrained by lack of resources, for example gaining our ISO:9001 certification and putting associated engineering and administrative systems in place.



*Heavy metal: high quality barbecue plates being cut to shape.*



Heatlie and our group of companies is a family business and as such our children have often worked with us in the business. While we have promoted the idea that they need to earn their spot in the business and need to work outside the business for a period to learn how other companies run, an opportunity to allow our eldest son Mitch into the business has been welcomed. This will give us many opportunities to use his skills as a mechanical engineer and to further push our product development into exciting areas we have not explored thoroughly.

We are now starting those conversations and conducting research in some exciting new areas. It is also bringing conversations of succession planning, training and development, and managing and developing the family business while maintaining close family relationships.



These changes will allow Andrea to move into sales and marketing for the business, an area which is not been tackled well and will see further growth in the business with a focus on developing these relationships. While she sees this as being quite a challenge it is a necessary step for the business as most sales till now have been by word-of-mouth and a reliance upon customers appreciating good Australian made quality products.

### CARL HEYNE (ILF 2014)

We all know that well-worn conversation icebreaker “if you could have dinner with anyone from history, who would that be?”

For Carl Heyne the answer would never change, it would be his great, great grandfather ‘EB’, Ernst Bernhard Heyne. However, rather than dine at the table Carl would prefer to chew the fat as they walked the streets of Adelaide. To stop and stand together, to point to this and that, and to have EB explain and quantify his ideas for the city and suburbs. To have him unravel his negotiations with city planners and councillors of the day, to indulge in a first-hand account of EB’s horticultural vision for the City of Adelaide.



**Ernst Bernhard Heyne**

*“In truth I would probably not be able to say a word to him as I am absolutely in awe of EB, and truly humbled by his story. I am so grateful for his legacy, not just for the Heyne family but also for all South Australians. His foresight, his major tree plantings, the plants species he preserved, propagated and cultivated, these remain our SA legacy. ‘EB’ was immensely articulate, an intelligent linguist and university degreed botanist, an adventurous and spirited visionary, we have much to thank him for.”* Says Carl





The Heyne dynasty has spanned five generations in South Australia. A family business that has for almost 150 years, since EB first opened the doors on Rundle Street, continuously produced premium plants, to retail garden centres, commercial enterprises and the landscape sector.

Today Heyne's wholesale nursery is a 23-acre production nursery situated in the northern plains of Adelaide employing in excess of 30 staff and producing 800 thousand plants annually.

Imbued with the same spirit as his great, great grandfather, Carl Heyne is also a man with great vision and a smouldering eagerness to make a horticultural impact in our urban city spaces and landscapes.

Carl's driving passion is to see South Australians use South Australian grown plants. In 2016 Carl took the decision to develop a marketing campaign that would clearly distinguish South Australian grown plants. The brand, SAGrown, is a targeted quest to create consumer awareness around the value of purchasing plants that are both suited and acclimatised to our harsh and diverse climate, plants that are grown in South Australia for South Australian Gardens.

Carl explains, *"Now is a really exciting time in the development of our urban green space, there are so many talented designers creating incredible open space gardens and some wonderful housing projects that we at Heyne's are aligning with."*

*"There has been a quantum shift from plants being a just a cursory afterthought to now being a front and centre focus of design, impressive plantings and gardens are a vital selling tool and a unique point of difference in modern housing developments. People want to live amongst the trees and with gardens, and the new breed of housing developers understand this, designers are poised to create this and we have the product for it."*

Working closely with designers, landscapers and council planners to deliver this premium product is just one block in the foundation of creating the South Australian horticultural odyssey for Carl. It is an inherent understanding of legacy and the custodial relationship we all have with gardens and green space that drives Carl's quest to build up an innate desire in us all, a knowledge and understanding that there is a long-term value in purchasing South Australian Grown plants, way beyond one "persons" lifetime.



Keep an eye out for the SAGrown Logo an interpretation of our state, colours and floral emblem, and with a reverent nod to 'EB' 1869 the date he sowed a family seed.

*Carl is an ILF Scholar who was a recipient of a 2014 grant.*

*Member of The Nursey & Garden industry – NGISA Member Master Landscapers Of SA – MLSA*

*Is a fellow of SA Chapter of Australian Institute of Landscape Architects – AILA*

*Carl recently sat on the review panel representing SA to report and advise on the positioning of the Nursery and Garden association.*



### **SCHOLAR SIGNATURE BLOCK**

Thank you to the Scholars who have adopted the signature block. It is an excellent way to signify that you are an ILF Scholar, and a great way to assist us to raise our profile.

For those who haven't done so please let Suzi know and she will send out the signature block ILF identifier and the steps needed to do add it to your signature.

### **PHOTO GALLERY IN THE ILF WEBSITE**

A photo gallery will be set up shortly in the ILF website where you can view photos of ILF and ILFSN functions and events, and the Scholars who attended.

### **SCHOLAR LAPEL PIN**

At the last ILFSN committee meeting the members considered having a pin made up for the Scholars to wear at ILF functions and also other functions and events to signify they belong to the Industry Leaders Fund Network.

If you have any thoughts regarding this please email Suzi on [suz@industryleaders.com.au](mailto:suz@industryleaders.com.au) and let her know.

### **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.*

### KEY DATES

EVENT	DATE	DETAILS
NMAF Club Dinner	20 June	6.00pm to 8.00pm Speaker Grant Wilckens (Discovery Parks)
ILF Adelaide Club lunch	5 July	12.30pm to 2.30pm Speakers Mark Nykiel (Philmac) & John Scott (SMR Automotive)
NMAF Club Dinner	18 July	6.00pm to 8.00pm Speaker Anthony Kittel (Redarc)
NMAF Club Dinner	22 August	6.00pm to 8.00pm Speaker Kelly Jamieson (Edible Blooms)
ILFSN Activity Day	24 August	Holden Plant Tour 8.15am to 12.15pm 180 Phillip Highway, Elizabeth
ILF Adelaide Club lunch	24 August	12.30pm to 2.30pm Speakers Eddie Lane (Cold Logic) & Jordan Parham (FCT Combustion)
ILFSN Mercedes-Benz Drive Day	8 September	All Day Event
Grant Award Ceremony	18 September	National Wine Centre 5.30pm to 7.30pm Speaker Carolyn Hewson
NMAF Club Dinner	19 September	6.00pm to 8.00pm Speaker Rhett Payne (Country Blinds)
ILF Adelaide Club lunch	17 October	12.30pm to 2.30pm Speakers Anne Hinton (TGR BioSciences) & Chris Henry (Austofix)
NMAF Club Dinner	17 October	6.00pm to 8.00pm Speaker Ulli Spranz (B.-d. Farm Paris Creek)
ILFSN Cocktail Function	23 October	6.00pm to 8.00pm Speaker – Nigel Smart Location – Macquarie Private Wealth
ILFSN Training Day	TBA	12.30pm to 6.30pm Presenting & Pitching for Success With David Griggs
ILFSN Committee Meeting	6 November	4.30pm at ILF
NMAF Club Dinner	21 November	6.00pm to 8.00pm Speaker Kelly Keates (Zonge Engineering)