

2011-12
CREATING
INDUSTRY'S
FUTURE
LEADERS



Industry Leaders
Fund Incorporated

WHAT WE DO

know someone with future leadership potential?

The Industry Leaders Fund (ILF) provides grants of up to \$50,000 to talented applicants who have the potential to be leaders of industry in South Australia. The grants will enable applicants to gain knowledge or experience that allows them to achieve their potential, and to achieve it more quickly than otherwise might have been possible.

wealth-creating opportunities for our state

It is intended that ILF grant recipients will become industry leaders in our state who will go on to generate wealth-creating, world-competitive, value-adding opportunities and in turn work towards creating and re-establishing a head office mentality in South Australia.

Grants of up to \$50,000 are available for talented applicants with the potential to be industry leaders in South Australia.

Colin Peters, Honorary Chairman



HISTORY

The operation of the Industry Leaders Fund (ILF) commenced in apprentice training in 1981. It led many state and national reform initiatives during the ensuing 28 years. If you look into the organisation's past achievements, (refer to: www.industryleaders.com.au), you cannot help but be impressed by the leading edge innovations it has facilitated or led over the years. It continued this tradition by transforming its role from an apprentice training organisation to a leadership development organisation in 2009.

innovation

In line with the innovative thinking that was the hallmark of the Engineering Employers Association South Australia Group Training Scheme (EEASA GTS); the Board developed a new vision allowing the organisation to take a new direction for the benefit of industry in South Australia. On 1 July 2009, work began on reinventing the incorporated EEASA GTS body and its retained assets. The name changed to Industry Leaders Fund Inc in November 2009 and a new CEO commenced in February 2010.

rejuvenation

Today, the organisation boasts an eminent Board of ten honorary members. Its operation is fully private-sector funded from investment earnings on a prudently structured portfolio.



ILF grants are intended to generate leaders who will establish industry as a wealth-creating contributor with a head office mentality in South Australia.

David McNeil, Honorary Treasurer

VISION

enhancing our prosperity

To be the pre-eminent body for identifying future industry leaders; investing in their development and realisation of their potential; to enhance SA's prosperity.

MISSION

To provide to SA industry: a return, in perpetuity, on an investment accumulated since 1981; and sustainability through fund growth, leadership succession, innovation and wealth creation.

future
focused

HOW DO WE ACHIEVE OUR VISION & MISSION?

Successful recipients receive up to \$50,000 to develop their leadership skills, experience and knowledge through research, education, and/or training at chosen best practice places on the job, at other work places, or in training establishments.

sharing the benefits of talent

The grants are intended to support individuals who can demonstrate their:

- Leadership potential, interest and abilities through a history of roles undertaken at work and/or in the broader community.
- Interest in sharing the benefit of their talents, knowledge and achievements with the industry in which they work and the community in which they live.

We firmly believe in the importance of learning for the common good and are committed to supporting those who share this belief.

Applications are assessed in a two-stage process. The application forms required for both stages are available on the ILF website, www.industryleaders.com.au. Submissions can be made electronically, or by post.

Those applicants whose initial submissions are assessed as being competitive will be invited to submit a second more detailed submission. At the second stage, assessment is based on that submission and an interview with ILF Board members, or a panel appointed by the Board. Decisions made on any particular application will be final and no correspondence will be entered into. The ILF reserves the right, at its sole discretion, to clarify any aspect of an application before finalising its assessment.

The ILF does not restrict the type of training, experience opportunity, or location, for which funding might be sought. There are also no restrictions on the age, racial background, creed, disability or gender of applicants.

Preference will be given to those applicants who are Australian Citizens and those who are residents of South Australia.

The ILF grants are intended to benefit South Australia and candidates for a grant must explain how they will ensure that the knowledge or experience they gain through ILF funding will achieve this aim.

All candidates must demonstrate how their proposal will achieve the intended aims of ILF funding in a cost effective manner. The objectives of the ILF are defined in the vision and mission statements and applicants should read them carefully.

creating a head office mentality in SA

In summary, it is intended that ILF grants recipients will become industry leaders who will generate wealth-creating, world-competitive, value-adding opportunities for our state, while creating and re-establishing a head office mentality in South Australia.

More information about leadership and the aims for the fund, in statements by the Honorary Board members and contributions from other eminent South Australians, is available on the website. The ILF home page also provides links to narratives of successful applicants and Churchill Fellows, which provide insight into the value and benefits of these grants. (www.industryleaders.com.au).

WHAT HAVE WE ACHIEVED TO-DATE?

Eight SA business leaders awarded in 2011

In 2011 the ILF awarded grants totalling \$107,000 to eight of the state's aspiring business leaders to help them realise their professional potential.

The grants were presented by Sir Eric Neal, AC, CVO, at an Awards Ceremony held at the Adelaide Entertainment Centre on 1 September.

The ILF was heartened by the more than six-fold increase in applications in its second year of operation. The selection panel was most impressed by the superior quality of the applicants. The outstanding potential of the recipients from eight different sectors of South Australian industry, augers well for the future. The ILF looks forward to seeing them achieve great success for the benefit of themselves, their employers and the state.

There were two recipients in 2010: Anthony Kittel, Managing Director of Redarc Electronics, who received \$30,000 towards studies at Harvard Business School, and Christine Stock, Software Applications Engineer and Training Instructor with Cadgroup, who received \$13,000 to further her leadership training in IT.



Award recipients Christine Stock (left) and Anthony Kittel (right) with ILF CEO Geoff Vogt at the awards ceremony on 9 December 2010

Rebecca Baylis

Aeronautical Engineer
Aeronautical Engineers Australia
8 Douglas Drive
Technology Park
Mawson Lakes
South Australia 5095

Rebecca has received \$10,000 towards a Short Course and Workshop on Safety Assessment of Aircraft Systems at Cranfield University in the UK and the Professional Management Program at the University of Adelaide.

Rebecca has demonstrated a high achiever approach through her studies, community contribution and career. The Cranfield University course will provide her with unique skills in a growth industry, and the Professional Management Program at the University of Adelaide will prepare her for a career in leading through people and teams — rather than just in a technical sense.

ILF Honorary Chairman, Colin Peters



Rebecca Baylis

As an engineer and member of our community, I am committed to the safety of the public and the development of safe solutions, and this course and workshop will provide me with world's best practices in Safety Engineering, and introduce me to a network of like-minded individuals.

Methods for safety assessments can be applied not only to the wider mechanical engineering sector, but also to processes, and I believe this will translate to safer workplaces, less workplace accidents, and in turn improve the reputation of South Australian workplaces, which can only help attract workers to our state.

Upon completion of this course, I intend to mentor my current and future SA colleagues in this skill set, and thereby further develop a team of South Australian engineers who have a strong focus on safety and risk mitigation.

AEA, Australia's leading provider of Aeronautical Engineering services and solutions, was established by providing an environment of quality design, engineering, testing, evaluation and certification services for a range of specialist applications including asset management, continued airworthiness, aero-medical, defence and commercial aviation.

Through strong relationships with stakeholders and a team of dedicated professionals, AEA continues to grow and development its capabilities, solutions and people. AEA challenges current technologies through a culture where innovation is nurtured and rewarded.

Benjamin Bryant

Winery Manager
Orlando Wines
Barossa Valley Way
Rowland Flat
South Australia 5352

Benjamin has been awarded \$12,000 towards MBA studies at the University of Adelaide.

As Winery Manager for Orlando at Rowland Flat, Ben has the ability to ensure that wine remains one of the great wealth creating success stories in South Australia. Studying an MBA at Adelaide University is expected to build on his technical and people management skills, as well as his willingness to contribute to the industry, enabling him to become a true industry leader.

ILF Honorary Chairman, Colin Peters



Benjamin Bryant

Completing an MBA will further develop my credentials for being a successful leader both within Orlando Wines and the South Australian wine community. My aim is to further develop all areas of business acumen. This enhanced knowledge can then be applied to my current position, therefore benefiting the local state wine industry.

Orlando Wines is one of South Australia's most successful wines companies. From a humble beginning in 1847 with the first commercial South Australian vineyard planted in the Barossa Valley on the banks of Jacob's Creek, it has grown into the worldwide success story that is Jacob's Creek today. Jacob's Creek has undoubtedly introduced many millions of wine consumers around the world to Australian wine and importantly to our South Australian heritage.

Jock Duncan

RF Product Support Technician
Codan Ltd
81 Graves Street
Newton
South Australia 5074

Jock has been granted \$3,000 towards studying an Electrical and Electronics Degree at the University of Adelaide.

Jock's demonstrated leadership during his apprentice training was recognised by numerous awards, including Apprentice of the Year in 2010 and a Duke of Edinburgh Gold Award. He contributed to improved apprentice training through membership of the EEASA GTS OH&S Advisory Committee and is a church youth leader. A University of Adelaide Bachelor of Engineering is seen as a stepping stone to industry leadership.

ILF Honorary Chairman, Colin Peters



Jock Duncan

I believe that from the course the Industry Leaders Fund has enabled me to undertake, I will gain the relevant knowledge and skills in electronics that will allow me to excel in this industry and enable me to pursue potential leadership positions in the future. I believe that my employer will benefit from my application of these skills and knowledge as I seek to build on Codan's reputation of designing and manufacturing high quality electronics products.

I also believe the South Australian community will benefit through the creation of more job opportunities as the electronics industry expands, as well as being able to enjoy the benefits that technology provides for society.

Jock Duncan

Codan designs and manufactures a diverse range of products for the international high frequency radio, satellite and metal detection markets. The company also supplies printed circuit boards for customers in Australia and New Zealand. Founded in 1959, Codan has grown to become a globally active company that employs about 500 staff worldwide. With exports representing approximately 90% of revenues, Codan's products are sold into more than 150 countries.

Nigel Godde

CEO Worldwide Operations
Michell Pty Ltd
17 Bagot Street
North Adelaide
South Australia 5006

Nigel has been granted \$15,000 towards undertaking the Advanced Management Program at Mt Eliza, Melbourne Business School, University of Melbourne.

Nigel's career has been molded by building wealth and solving challenges in one of the most competitive industries imaginable. The Advanced Management Program at Mt Eliza should build on his demonstrated abilities to contribute to the success of an iconic South Australian family company. His community involvement will ensure the benefits spread into the fabric of the South Australian business community.

ILF Honorary Chairman, Colin Peters

Since 1870, Michell Wool has been based in South Australia. Having redefined its operation over the last decade of Wool Industry upheaval, Michell remains an acknowledged global leader. To future-proof the organisation, the company continues to expand its global footprint and accelerate vertical integration, driven from its industry recognised headquarters in Adelaide.



Nigel Godde

In my current role as CEO of Operations, I work across cultures, financial frameworks and markets, with a high level of strategic and tactical ability. Through the Mt Eliza program, my awareness and understanding of innovative and strategic mindsets will increase, allowing me to be more effective in creating and implementing strategic change across the global footprint.

My links with Asia uniquely position me to be able to encourage and lead other South Australian industries to expand into the Asian market. This in turn will create employment opportunities in South Australia, ensure the reputation of South Australian companies and help to restore a head office mentality to Adelaide and our state.

Nigel Godde

Alf Ianniello

Chief Executive Officer
Detmold Group of Companies
45 Chief Street
Brompton
South Australia 5007

Alf has received \$25,000 towards studying the Advanced Management Program at the renowned Harvard Business School, Boston, USA.

Alf's demonstrated ability and pivotal role in a significant South Australian organisation, with a largely unknown track record of success, places him in a unique position to really build the organisation and its high achieving head office to generate wealth in this state. The Advanced Management Program is seen by the ILF as the ideal way to assist Alf to provide a real boost to South Australia.

ILF Honorary Chairman, Colin Peters

Operating in an engineering and manufacturing environment where current processes are not sufficient to overcome our challenges, my ability to facilitate alternative strategies, viewpoints and analyses, will assist Detmold Packaging in building a sustainable footprint globally — and more importantly, will ensure that South Australia continues to maintain a strong engineering and manufacturing industry.

Through my Harvard studies I hope to become a leader with an acquired global outlook to enable

my current employer and other organisations to adopt an enhanced and holistic perspective on their business and their particular industries. Far too often in South Australia leaders operate without sufficient consideration beyond national borders. Learning and, more importantly, sharing the learning with peers amongst the South Australian business community, will create an enhanced business environment in which to create positive outcomes.

Alf Ianniello



Alf Ianniello

The Detmold Group is a privately owned South Australian organisation that specialises in the manufacture and supply of paper and board products. The organisation employs over 2,500 people worldwide. The company has operations in Australia/New Zealand, the Middle East, Vietnam, South Africa, Indonesia, China, Europe, North America, Singapore and North Asia.

Simon Ridgway

Shipbuilding Director
ASC Shipbuilding Pty Ltd
640 Mersey Road North
Osborne
South Australia 5017

Simon has been granted \$25,000 towards the General Management Program at the world renowned Harvard Business School, Boston, USA.

The ILF believes Simon has the ability to build ASC into an even bigger success story with flow through employment opportunities and wealth creation in South Australia. His history of community contribution indicates the knowledge he gains through the General Management Program at Harvard will benefit South Australia more broadly than just in the workplace.

ILF Honorary Chairman, Colin Peters



Simon Ridgway

I'm grateful for the opportunity provided by ILF to undertake the Harvard Business School General Management Program. Completing this course will provide me with a great opportunity to prepare myself for the challenges involved in my current role as Shipbuilding Director within the Air Warfare Destroyer Program and for future naval defence programs in South Australia.

The General Management Program provides a unique, high quality course preparing professionals for the challenges at General Management level within organisations. I believe my employer, ASC, will benefit greatly through my improved knowledge, skills and attitude gained from the world's leading university and gain the return of committed service for future programs. South Australia should also benefit through my commitment to ensuring a successful outcome on the AWD Program and other naval defence programs to be undertaken in our state

Simon Ridgway

Initially established in 1985 as Australian Submarine Corporation, ASC was subsequently chosen in 1987 as the prime contractor for the design, manufacture and delivery of the Royal Australian Navy's fleet of six Collins Class submarines. In 2005, ASC was awarded the role of Shipbuilder for the Hobart Class Air Warfare Destroyer project. This program will see the most advanced and complex warships ever built in Australia being constructed at ASC's state-of-the-art shipbuilding facility — ASC South — located at Osborne, South Australia.

ASC has evolved into Australia's largest specialised defence shipbuilding organisation, with naval design and engineering resources unparalleled within Australia's defence industry, while employing over 1,700 personnel.

Cameron Schubert

General Manager
Kamantoo Copper Mines
Hillgrove Resources Ltd
Éclair /Mine Road
Kamantoo South Australia 5252

Cameron has been granted \$5,000 towards undertaking the Company Directors Course with the Australian Institute of Company Directors.

Cameron's career to-date comprises a series of leading edge roles offered by performance focused employers to whom success is paramount. The ILF believes the Company Directors Course will enhance his ability to continue building on his success to the benefit of South Australia's burgeoning mining industry.

ILF Honorary Chairman, Colin Peters

There is significant opportunity to grow the mining based economy within South Australia. However, any development needs to take into account the impact on the local community. I believe it is the responsibility of companies like Hillgrove Resources to ensure that decisions made throughout the development and operation of any mine's life take into account social and environmental impacts, and optimise the sustainable value of the operation and the industry for the benefit of all stakeholders.

The Company Directors Course will provide me with a broader perspective on modern corporate governance practices, ethical and financial considerations and accounting tools. As a developing leader in this industry, these studies will help me establish a sound vision and improved pathways to achieving sustainable improvements for the development of operations such as the Kamantoo Mine.



Cameron Schubert

Hillgrove is an Australian mining company listed on the Australian Securities Exchange focused on developing its Australian base and precious metals project at Kamantoo. As Hillgrove's flagship development, the Kamantoo Copper Mines are located less than 55km from Adelaide in South Australia. With completion of construction targeted for November 2011, Kamantoo will be an open-cut mine producing approximately 80,000 tonnes of concentrate per annum, containing about 20,000 tonnes of copper metal and 10,000 ounces of gold.

The company is also targeting the discovery of world class epithermal gold and porphyry copper/gold deposits through extensive exploration programs in Eastern Indonesia.

Daniel Wilson

Managing Director
DBG Technologies Pty Ltd
Level 1, 38 Payneham Road
Stepney
South Australia 5069

Daniel was granted \$12,000 towards studying an MBA at the Australian Institute of Business Management.

After successfully building his own firm for 10 years in a new age industry, and with his strong commitment to community contribution, we anticipate that the MBA course at the Australian Institute of Business Management will boost the development of Daniel's business success — potentially leading to a stable of enterprises, with head offices in South Australia.

ILF Honorary Chairman, Colin Peters



Daniel Wilson

I believe the MBA course will enable me to take the next step in my leadership growth strategy, which is to continue to develop and grow DBG Technologies as a market leader, while remaining at the forefront of effective strategic thinking in this industry.

As DBG continues to grow, more team members will be employed in the SA community to manage the workflow, with all profits staying in South Australia. DBG is also active in the Non-Profit industry and donates regularly to organisations such as Autism SA, Can:Do 4Kids, Deaf Can:Do, Foundation Daw Park and the SALA Festival.

Daniel Wilson

DBG Technologies was established in 2001 by Daniel Wilson and Luke Jamieson while they were studying at the University of South Australia. The business initially operated as an experience tool to acquire knowledge in IT to show potential employers.

Since 2001, DBG has continued to grow and has become a national company with 15 team members and a large customer base. The company specialises in providing web design and development for businesses nationally. Additional services include e-commerce websites, content management systems and search engine marketing.

HOW THE ILF SUPPORTS EMPLOYERS

Employers of choice normally offer meaningful personal development opportunities.

Supporting talented employees to apply for an ILF grant can provide a significant benefit to an employer's training structure

The ILF CEO, Geoff Vogt, will meet with employers and their employees to explain and clarify how the ILF grant program operates and how applicants can improve their prospects of submitting a successful application. Employers are welcome to contact Geoff on 0457 900 202 or ceo@industryleaders.com.au to make the appropriate arrangements.

In addition, Geoff is happy to address industry functions, etc, to explain the ILF.

HOW THE ILF SUPPORTS APPLICANTS

Potential applicants are welcome to contact ILF CEO Geoff Vogt by phone or email to discuss whether their chosen field and ideas are likely to meet the ILF criteria for success. Geoff is keen to speak to as many applicants as possible and will provide guidance to help candidates maximise their chances of lodging a winning claim.

The successful applicants in 2010 and 2011 spoke to Geoff several times about the application process. While guidance will be provided, the content of any submission remains the responsibility of the applicant.

APPLICATION CLOSING DATE FOR 2012

Applications can be lodged at any time before the closing date of Thursday 31 May 2012.

HOW TO CONTACT ILF

The ILF is located on the second floor at 136 Greenhill Road, Unley 5061.

As at 31 October 2011, the ILF will be located at 45 Greenhill Road, Wayville 5034. If you wish to visit, it is best to call to make an appointment to ensure someone will be available to meet you.

The best way to contact us is by:

- phone: (08) 8300 0130
- email: ceo@industryleaders.com.au
- fax: (08) 8300 0134
- mobile: 0457 900 202

Alternatively, you might prefer to contact one of the Honorary Board Members or one of our Honorary Ambassadors, listed below:

HONORARY BOARD MEMBERS

Colin Peters
Honorary Chair

David McNeil
Honorary Treasurer

Carol Dean
Honorary Board Member

Andrew Downs
Honorary Board Member

Susan Frazer
Honorary Board Member

Bernie Kavanagh
Honorary Board Member

Stephen Myatt
Honorary Board Member

Paul Thomas
Honorary Board Member

Grant Tinney
Honorary Board Member

David Wilson
Honorary Board Member

HONORARY ILF AMBASSADORS

Leon Andrewartha

Geoff Blomfield

Mark Canny

Bob Cole

Richard Colebatch

Robert Gerard AO

Paul Haysman

Bob Hill-Ling AO

Mike Nagel

Michael Perry AM

Grant Price

Stephen Richter

Jim Rump AM

Chris Stathy

Allan Swinstead AM

Mike Terlet AO

Matt Tiddy OAM

benefiting SA industry

