

InterViews Online

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A Point of View Industry Review

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Mandrake, one of Canada's foremost executive search firms, is pleased to provide you with our monthly online newsletter.

Each issue focuses on strategies for the emerging to experienced professional. Also included is an activity summary for both Talent (executives on the move) and Corporations (stock quotes).

- InterViews Online is part of a coordinated, multi-tiered initiative that delivers on Mandrake's mission statement: *Causing Organizations and People to Fulfill their Purpose.*



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If you have difficulty viewing this newsletter, we encourage you to check it out on our website at <http://www.interviews-online.net>.

A Point Of View

Welcome to our eighth edition of InterViews Online bi-weekly.

InterViews Online is a service provided by Mandrake to assist you in augmenting and developing your own strategies for success in today's modern workplace.

"A Point of View" will alternate between delivering an opinion on effective career management, and featuring a selection of articles we have chosen with relevant information.

We hope you enjoy the reading material. For comments, e-mail us a pointofview@mandrake.ca.

Sincerely,

Stéfan Danis
President & CEO
Mandrake Management Consultants

TWENTY-FIRST CENTURY LEADERSHIP

In today's new economy there has become an urgent need for strong leadership. Equally vital are organizations that are able to identify and develop effective leaders.

As this *Careerbuilder.com* article explains, organizations need to pay attention to those who have leadership potential, offering them relevant training or role models. As well, individuals need to assess their developmental needs and the ways to meet them.

However, much of what successful leaders draw on does not come from a degree or a book. It comes from being able to translate what they learn outside of the company into the work environment.

True leadership training has to come from within: from the individual understanding who they are and what they believe in, and then finding the motivation to alter their behaviour accordingly.

Moreover, this learning comes not just from others in the leader's functional specialty, but from speaking to a wide range of people.

To find out more about what makes an effective leader, click on the link below.

http://www.careerbuilder.com/wl_ga_0006_21stcentury.html

FIND YOUR CALLING

There are many tests and processes to help an individual discover the career path most aligned with his or her interests and skills.

This *Fast Company* article profiles a rather offbeat method: The Library Vacation.

On a Library Vacation one takes three days off and spends them, naturally, at the library. Focusing on the magazine and periodicals sections, an individual starts reading anything and everything that strikes his or her fancy. The only rule is that one must always be enjoying the reading material.

Ultimately, a specific industry or function will become prominent in the chosen reading material. Once this interest is identified, more detailed research can be done in that area. Research should include investigating the industry of interest; researching the top companies in that industry; and learning more about role models and mentors in those companies.

To learn more about how to take your own "Library Vacation" click on the link below.

http://www.fastcompany.com/feature/00/act_corcodilos1.html

GIVE YOUR CAREER A SHOT IN THE ARM

Every career and each professional is susceptible to it. It's called "repetition burnout" - burnout from doing the same thing again and again. So how can you keep repetition burnout from affecting the successful progression of your career?

This article from *Careerlab.com* offers a multitude of solutions, from options specific to the workplace, to tactics to help achieve a healthier work/life balance.

Although it's important to set aside some time each day to work on re-energizing your career, do not let yourself become frustrated by attempting to implement too many options at once. Pick two or three that would be easy for you to do at first, then add others as time permits.

To view techniques for keeping your career alive and fresh, click on the link below.

http://www.careerlab.com/art_shotarm.htm

We welcome any feedback on these suggested articles. Please e-mail us at pointofview@mandrake.ca.

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Industry Review

A bi-weekly wrap-up of stock activity and major appointments, organized by industry.

T (Toronto Stock Exchange), M (Montreal SE), N (New York SE), Q (NASDAQ), V (Vancouver SE), A (Alberta SE), L (London SE)

COMMUNICATIONS

courtesy of Mandrake Management Consultants

Appointments

- Don Miller to Ipsos-Reid as Chief Financial Officer.
- Scott Townsend to Ryan & Deslauriers Design and Marketing as Vice President and Director of Client Services.
- Ian Saville promoted within Cossette Communication Group to Senior Partner, Corporate Development. Succeeding him in his previous roles of President of Cossette Toronto and Co-president of Cossette Montreal is Philip Donne.
- Chris Pastirik to Leo Burnett as Vice-President, Account Director.
- Edith A. Craddock to Worldtrends Inc. as Chief Technology Officer.
- Rob Howes to Hill & Knowlton as Account Director.
- Karen Nishi to Wasserman & Partners Advertising as Director of Client Services.
- Donna Pittaro to Mosaic Direct as Director of Production.
- Kimberley Walsh to the relationship marketing division of MacLaren McCann, MacLaren MRM as Senior Vice President, Creative Director.
- Arthur Shah and Elsie Fehr to Grey Worldwide as Associate Creative Directors.
- Stephen Jurisic and Angus Tucker to Ammirati Puris as Co-creative Directors.

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Email Us and let us know what you think about our biweekly wrap up of stocks and appointments in the communications industry!

CONSUMER GOODS

courtesy of Mandrake Management Consultants

Appointments

- David J. Grimshaw and Wayne A. Farrell to McCormick Canada as Vice President of Operations, and Vice President & General Manager, respectively.
- Ian McIntosh to Goodyear Canada as Advertising and Marketing Director.
- John Lederer to Loblaw Cos. Ltd. as President.

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FINANCIAL SERVICES

courtesy of Mandrake Management Consultants

Appointments

- Gerry Serratore and John Tan to First Data Loan Company, Canada as Chief Executive Officer and Chief Financial Officer.
- Mackenzie Financial Corporation has made several appointments. Andrew Dalglish to Chief Operating Officer; Oliver Murray to Executive Vice President and Chief Operating Officer of Mackenzie Financial Services Inc.; and Laurie Davis to Senior Vice President, Special Projects.
- AIC Group of Funds has made several appointments. Glenn M. Pittman to Vice President & National Sales Manager; Kurt Rosentreter to Vice President, National Advisor Services; and Stephen Clarke to Vice President, Marketing.

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INTERNET SERVICES

courtesy of Mandrake Management Consultants

Appointments

- Ron Rathwell to BiblioMondo as Vice President, Research and Development.
- Driss Zouak and Mary Lou Gossage to NKAos as Chief Technology Officer, and Managing Director, respectively.
- Dennis Charlebois to Certicom Corp. as Senior Vice-President of Corporate Development.
- Andrew Muroff and David Lewis to SoftQuad Software Ltd. as President and Director, and Chief Financial Officer, respectively.

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TECHNOLOGY

courtesy of Mandrake Management Consultants

Appointments

- Mitzie Hunter to SMART Toronto as President.
- Rich Bisignano to the added position of CEO at Azcar Technologies Inc. He is also Chief Operating Officer.
- Robert Gibb to Mortice Kern Systems Inc. as Chairman.
- Terry Nickerson to ATI Technologies Inc. as Chief Financial Officer.
- Trevor Ratcliffe to Litton Systems Canada as Executive Vice President.

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TELECOMMUNICATIONS

courtesy of Mandrake Management Consultants

Appointments

- Richard Gendron to BridgePoint International Inc. as Chief Operating Officer.
- Duncan McEwan to NorthPoint Canada Communications as Chief Executive Officer.
- James W. Peters to TELUS Corporation as Executive Vice President, Corporate Development and General Counsel.
- George A. Cope to TELUS Corporation as President and Chief Executive Officer of TELUS Mobility.
- Robert Nice to C1 Communications as Vice President, Financial Reporting and Analysis.
- Yvan Fréchette to Vidéotron Business Network as Vice President and General Manager.

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