

# 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 [www.interviews-online.net](http://www.interviews-online.net).

## A Point Of View

Welcome to our sixth 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](mailto:pointofview@mandrake.ca).

Sincerely,

Stéfan Danis  
President & CEO  
Mandrake Management Consultants

## KEEPING ALL THE BALLS IN THE AIR

Whether it is switching departments, changing careers, or looking for a new job, any sort of career transition or crisis brings with it a certain amount of anxiety and chaos. This *Fast Company* article offers four vital practices to assist you in keeping some semblance of order during this period of your life.

It's integral to take several moments throughout the day to regroup and stay focused on essential tasks, as well as attending to the ones that demand immediate attention. As well, do not let your "anchors", such as exercise, correspondence, and relaxation fall by the wayside. Ensure you also stick to your pre-existing planning tool at first to remain at the same level of productivity and to keep perspective. Another way to gain control and be able to easily reprioritize when needed is to do a "mind dump", whereby you divide all your tasks by broad category and then into more specific projects.

To learn more about these organizational tools, please click on the link below.

[www.fastcompany.com/feature/00/act\\_morganstern1.html](http://www.fastcompany.com/feature/00/act_morganstern1.html)

## TAKE YOUR CAREER OFF TEMPORARY HOLD

Most professionals can easily identify the skills and behaviours that make them effective and productive in their career. But many are unaware of those that may be working against them and keeping them from advancing. This article from *careerjournal.com* points out ways to deal with the detrimental traits that can hold one back from performing optimally in their role. These solutions include obtaining feedback from performance reviews and colleagues, as well as using formal personality tests and a career coach.

Moreover, it's important to continually obtain this feedback as one advances into more senior positions. There's a tendency for executives to avoid tampering with behaviours that have led to success and for less senior co-workers to give them unrealistic feedback.

To read the full article in *careerjournal.com* please click on the link below.

[www.careerjournal.com/careers/resources/documents/19991122-woolfe.htm](http://www.careerjournal.com/careers/resources/documents/19991122-woolfe.htm)

## MONITORING YOUR OWN CAREER PROGRESS

Many individuals assume that if they work quietly and efficiently they will just naturally move ahead in their careers. However, to really know if you're advancing in your career requires monitoring your progress. There are various ways this can be accomplished. One indicator of career momentum is how others respond to you. In this *careerbuilder.com* article, three indicators are discussed to measure this perception - "requested", "visible" and "included".

It's positive when coworkers and clients "request" or volunteer to work with you. Being given high profile or "visible" assignments with more exposure to senior management is also a good indication that your career is headed in the right direction. Another positive sign is being "included" in the formal as well as the informal communication networks throughout your department or organization.

To learn more about how you can gauge if your career is on the upswing, click on the link below.

[www.careerbuilder.com/wl\\_ga\\_9910\\_monitoring.html](http://www.careerbuilder.com/wl_ga_9910_monitoring.html)

We welcome any feedback on these suggested articles. Please e-mail us at [pointofview@mandrake.ca](mailto: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

- Marla Martin to Bryant Fulton & Shee as Account Director.
- Geoff Starr to Leo Burnett as Account Director.
- Laurie Banks to J. Walter Thompson as Account Director.
- Caroline Jarvis to Grapheme/Koo as Design Director.
- Gary Westgate to Harrod & Mirlin/FCB as Associate Creative Director.
- Rich Cooper to Roche Macaulay & Partners as Senior Writer.
- Harrod & Mirlin/FCB has made a number of appointments. Craig Brownrigg as Art Director, Ed Lea and Mary Secord as Associate Creative Directors and a new Creative Team of Brad Monk and Vince Tassone.
- Shelley Brown to Vice President, Strategic Planning, and Janet McNally to Strategic Planner at Roche Macaulay & Partners.
- Jeffery Beck to Vice President, Managing Director of Grey Direct (Canada).
- Joy Birch is promoted to Vice President, Organic Development for Young & Rubicam.
- Pierre Desrochers to President of the executive committee for the Conseil Regional de Developpement de L'ile de Montreal (CRDIM)
- Ruth Corbin is appointed President and Managing Director, Canada at Kroll & Associates.
- Michelle Pauchuk to The Media Company as Vice President, Media.
- Glen Swann to Young & Rubicam as an Account Director.
- Tom Vidinu to Generatorideaworks as Vice President.
- Ed Freibauer to FutureBrand Canada as Managing Director.
- Helen Stone to Veritas Communications as Senior Director.
- Bruce Young to Hill & Knowlton as Vice President of Public Affairs.
- Peter Burke to TN Media as Managing Director.

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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

- Franco Salituro to Rothmans Inc. as Vice President of Marketing.
- Randy Powell to Maple Leaf Foods Inc. as President, Pork Division.
- Wesley Twiss is appointed Executive Vice President & Chief Financial Officer at Pan-Canadian Petroleum.
- Eric R. La Flèche to METRO INC.'s Super C division as Senior Vice-President and General Manager.

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## FINANCIAL SERVICES

*courtesy of Mandrake Management Consultants*

### Appointments

- Canada Life Assurance Company appoints Catherine Novick to Corporate Controller, Financial Vice President, Corporate Financial Management, and Gerald Petkau to Vice President, Acquisitions.
- Deloitte and Touche LLP appoints David Laidley to Chairman, and re-elects Colin Taylor as Managing Partner and Chief Executive.
- Cheryl Barker to National Leasing Group as a Director.
- Karen Maidment to Bank of Montreal as Executive Vice President and Chief Financial Officer.
- Marc Cevey to HSBC Asset Management Canada Ltd. as Vice President, Private Client Services.
- Andre Petitclerc as General Manager of Fonds d'investissements Desjardins of Montreal.
- Scotiabank announces the team for its e-commerce subsidiary, e-Scotia. Albert Wahbe as Chairman and CEO; Mark Greenspan as Chief Operating Officer; Gail Smith as Chief Information Officer; Drew Brown as Senior VP of Business to Business Products and Services; Bob Grant as Senior VP of Business to Consumer Products and Services; and Greg Milavsky as Managing Director and Group Head of e-Scotia Acquisition.
- Patrick K. Walsh to SEI Investments Company as President.

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

## INTERNET SERVICES

*courtesy of Mandrake Management Consultants*

### Appointments

- Raymond Fanning to Hip Interactive Corporation as President.
- John Popolizio to GovWorks as Chief Technology & Product Officer.
- Gotham Broadband appoints Bijan Chowdhury as Chief Operating Officer.
- YadaYada has made several appointments. Robert K. Stewart to Chief Financial Officer; William Short to Chief Marketing Officer; and Amit Joshi as Chief Technology Officer.
- Justine Heller to iClips as Vice President, Technology.
- Michael Ahearn to GiftCertificates.com as CEO.
- Martin Schwimmer to NameEngine as Director of Brand Services.
- Gerano Diaz to Mercantil.com as Chief Operating Officer.
- Barry Doucette to Ottawa-based BitFlash Inc. as Vice President, Sales and Business Development.
- Richard Whitehall to BayStreetDirect.com to expand their Western Canada business.
- Elizabeth Brooks and Joe Fleisher to iCAST Music as Senior Vice President of Artist Development and Marketing, and CEO, respectively.
- Solly Patrontasch to Rebel.com Inc. as President and Chief Operating Officer.
- Joseph A. Ripp appointed to the additional position of Chief Financial Officer of America Online, Inc. Mr. Ripp continues as Executive Vice President and Chief Financial Officer of Time Warner Inc.
- Richard McCarthy to NeuVis as Vice President of Strategic Alliances.
- James Wentzell to Delano Technology Corporation as Vice-President of Worldwide Marketing.
- Ron Reed promoted within J.D. Edwards Canada Ltd. to National Director, Sales and Marketing.
- Susan Brooke, Vladimir Orovic and Chris Cook to Modem Media as Head of Consulting, Vice President, Engineering, and Head of Production, respectively.

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

## TECHNOLOGY

*courtesy of Mandrake Management Consultants*

### Appointments

- Cameron Burns to CTC Computer-Tech Consultants Inc. as Vice President, Western Region.
- Carol Burch to SAP Canada Inc. as President.
- Michael Jean David to SACO SMARTVISION INC. as President and COO.

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

## TELECOMMUNICATIONS

*courtesy of Mandrake Management Consultants*

### Appointments

- Eugene Roman to Bell Canada, Montreal as Chief Information Officer .
- Helena Cain to NBTel as Vice President, Sales.
- Norigen Communications Group has made several appointments. John Papadakis to Senior VP Technology and Networks; Brian Gibson to Vice President Sales in Alberta; Harry Zarek to Senior VP, National Sales; and Larry Baldachin to President, Liberty Technology Services Ltd.
- Clay Sorensen to ChannelMax as Vice President of Sales.
- Tom Cooper, M.D. to OnCall Healthcare Communications as President and Chief Executive Officer.
- William J. Doherty to Astral Point Communications, Inc. as Vice President of Operations.
- Dave McMahon to TELUS Corporation as Vice President, Operations/Carrier Relations/Engineering and Customer Care, TELUS Integrated Communications.
- Alan Dawson appointed to the additional position of President and Chief Executive Officer of Voicenet, Inc. Mr. Dawson continues as Managing Director and CEO of Voicenet (Aust) Ltd.
- Robert (Bob) B. Scott to CUseeMe(R) Networks as Chief Operating Officer.
- Frank Schimberg to NXTV Inc. as Senior Vice President of Operations and Chief Technology Officer.
- Gary W. Garland promoted within QUALCOMM Incorporated to Vice President and General Manager of QUALCOMM Digital Media.

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

### DISCLAIMER

The information contained in "InterViews Online Biweekly" and the opinions contained herein are not a complete analysis of every material fact respecting any company, industry or security. The information is based on sources believed to be reliable. Mandrake Management Consultants has not independently verified the facts, assumptions and/or estimates. In addition, opinions and estimates are subject to change without notice. Accordingly, no representation or warranty, express or implied, is made as to, and no reliance should be placed on, the fairness, accuracy, completeness or correctness of the information.

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