

# 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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## A Point Of View

Welcome to InterViews Online!

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 this month's selection.

Sincerely,

Stéfan Danis  
President & CEO  
Mandrake

[pointofview@mandrake.ca](mailto:pointofview@mandrake.ca)

Normand Lebeau  
Directeur Général/ Associé  
Mandrake Groupe Conseil (Montréal)

[nlebeau@mandrake.ca](mailto:nlebeau@mandrake.ca)

André Gelinis  
Director, Western Canada  
Mandrake (Calgary)

[gelinas@mandrake.ca](mailto:gelinas@mandrake.ca)

## "MY NAME IS TONY, AND I'M A WORKAHOLIC."

"This decade's cocaine". That is how workaholism has been described. However, as this article from *Fast Company* points out, in certain situations workaholism is not seen as a problem, and can actually be socially sanctioned, revered and rewarded.

Drawing on his own career, as well as the advice of experts, the author of the article outlines the major warning signs of workaholism and ways to build recovery from overwork into your life.

So take a break, relax and click on the link below to read the full article.

[http://www.fastcompany.com/invent/invent\\_feature/workaholics.html](http://www.fastcompany.com/invent/invent_feature/workaholics.html)

## WISE WORDS FOR WORKAHOLICS

Although there is no doubt that workaholism can become a serious disorder requiring treatment, it can also be a sign of other deeper problematic behaviours masquerading as the syndrome.

This article from *Careermag.com* outlines possible underlying causes for workaholism. They include:

- Procrastination
- Chronic disorganization
- A warped view of success
- An inability to make decisions.

To learn more about these potential origins of workaholism, click on the link below to read the full article.

## HARRIED EXECUTIVES SHOULD STRIVE TO FOCUS, NOT BALANCE, THEIR LIVES

Balance is what most professionals struggle for when attempting to juggle the competing demands of their lives. However, this article from *CareerJournal* recommends a more successful approach is to first achieve "focus".

Attaining focus means concentrating your energy on those activities, whether work or family related, that are most important to you. Balance can then help gauge how much time is reasonable to spend on each.

The article suggests several ways to assist in finding focus. They include:

- Determine what's important
- Make necessary sacrifices
- Set boundaries and make others aware of them
- Know your limits
- Track your progress.

To learn how you can better gain what you want in life through implementing focus, click on the link below to read the full article.

<http://www.careerjournal.com/myc/workfamily/19971231-arnold.html>

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

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Industry Review

A 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*

### [Appointment](#)

- Howard Ohori to MacLaren McCann Advertising as Vice President, Group Account Director.
- Guy Meunier to the Probec Network as Director of Sales.
- Ivor Thompson to the Professional Marketing Research Society (PMRS) as President.
- Michel Lagacé to Cartier Communication Marketing as Partner and Vice President.
- Gilbert Ouellette to Opsi Communication & Marketing as Vice-President.
- Bob Shropshire to DCC Communications as Managing Director.
- Bob Russell is named President of Envoy Communications Group's newly formed Watt Russell division. Annie Gaudreault becomes Vice-President of Client Services.
- David Leonard to Vickers & Benson Arnold Inc. as President of Vickers & Benson Arnold Advertising.
- Tony Altilla to Palmer Jarvis DDB as President and Chief Operating Officer effective August 13, 2001.
- Anne Gronow promoted within Mosaic Group Inc. to President of Mosaic Marketing and Promotions Canada.
- Lynne Kilpatrick and Eva Kiss to Spencer Francey Peters Inc. as Vice President of Strategy and Planning, and Senior Account Director, respectively.
- Justine Greene moves within Go Direct to become Operations Controller in their Vancouver office. Debbie Teupah is appointed Account Director.
- Edith Ducharme to Mylène Forget relations publiques as Vice-President.
- Katherine Passerieu to Censydiam as Managing Director.
- Tap Chauhan to BBDO OMD as Group Media Director.
- Phil Antrill to Market Probe as Senior Vice President in the Toronto facility.
- Ania Russocki to Gee Jeffery & Partners as President of the Toronto office.
- Mario Amantea, Chief Operating Officer at Parallel Strategies, assumes the role of President.
- Amy Hopkins promoted within Myriad Marketing Inc. to Director of Account Operations.
- Envoy Communication Group's newly formed advertising and communications agency John Street has announced a number of executive appointments. Arthur Fleischmann is President and CEO, Emily Bain is Director of Strategic Planning, and Angus Tucker and Stephen Jurisic are Co-Creative Directors.
- Stuart McCarthy to Thornley Fallis Communications as Vice-President of Technology Communications.
- Martha Jamieson promoted to Vice-President of Public Relations at Palmer Jarvis DDB Edmonton.
- Sheila James to StrategyCorp as a Partner.
- John Stephens to Focus Surveys as Vice President.

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

## CONSUMER GOODS

*Courtesy of Mandrake*

### Appointments

- Dennis A. Darby promoted within Procter & Gamble Inc. as Associate Director, External Relations-Canada.
- Allan Rowe to Fishery Products International Limited (FPI) as Chief Financial Officer.
- George Paleologou and Fred Knoedler to Premium Brands Inc. as President and a Director, and Chairman and Chief Executive Officer, respectively.
- Jos Wintermans to Sodisco-Howden Group Inc. as President and Chief Executive.
- Steve Brown to Wrigley Canada as Vice President Customer Marketing.

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## FINANCIAL SERVICES

*Courtesy of Mandrake*

### Appointments

- Dina Palozzi to BMO Nesbit Burns as Executive Vice President, Client Relations.
- William D. Packham is promoted to Chair of the Investment Dealers Association of Canada (IDA).
- Steven P. Richardson to Trans Canada Credit Corporation as Senior Vice President and Chief Financial Officer.
- E. Stanley O'Neal promoted within Merrill Lynch & Co. Inc. as President and Chief Operating Officer.
- Marla Schacter to Societe Generale (Canada) as Managing Director and Head of the Toronto office.
- Aladin (AI) Mawani to IPS Industrial Promotion Services as Vice-President of the corporation.
- Tammy Scott promoted within AGF Funds as Director, Advertising and Marketing Services.
- Sheryl Kennedy to The Bank of Canada as Deputy Governor for Financial Markets.
- Michel Boivin to Bourse de Montréal Inc. as Vice-President of Sales and Marketing.
- Peter Bailey to Raymond James Ltd. as Senior Vice-President, effective August 2001.
- Steven P. Richardson to Trans Canada Credit Corporation as Senior Vice President and Chief Financial Officer.
- Sylvia V. Stinson to Middlefield Bancorp Limited as Executive Vice President and Chief Financial Officer.
- Dianne White to Nexus Investment Management Inc. as Vice President, Finance and Financial Counselling.
- Réal Raymond promoted to President and Chief Operating Officer at National Bank of Canada.
- Clare M. Gaudet to The Toronto Stock Exchange as Senior Vice President, Corporate Finance Services.

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## INTERNET SERVICES

*Courtesy of Mandrake*

### Appointments

- Konrad Hilbers to Napster Inc. as Chief Executive.
- William Franklin to Cryptek Secure Communications as Executive Vice President/Commercial Sales & Marketing.
- Daniel Holland to Wideframe as Director of Business Development.
- Robert Becker to Jupiter Media Metrix Inc. as Chief Executive Officer.
- Karen Goldfarb to MSGi Direct as Vice President of List Sales.
- Craig Evans to The Kenna Group as Vice President, Marketing.
- Ken Coward to Blast Radius as Director of Application Development.
- Joseph Martinez to Michetti Information Solutions Inc. as Controller.
- Jennifer Langley to Sympatico.ca as Marketing Director.
- David Koyle to FirstBingo.com as Vice-President of Marketing.
- William Viqueira to Intellispace as Chief Financial Officer.
- Robert Dietrich to Mortice Kern Systems Inc. as Chief Financial Officer.

- John Madison to ClickRadio Inc. as CEO.
- Martin V. McCarthy to The451 as Chief Executive Officer.

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## TECHNOLOGY

*Courtesy of Mandrake*

### Appointments

- Ralph McNeil to Hewlett-Packard (Canada) Ltd. as Vice President, Marketing, Consumer Business Organization, HP Canada.
- Henry Vander Laan retires as President and Chief Executive Officer of Trojan Technologies Inc. and is named Chairman. George Taylor assumes the position of Vice-Chairman.
- James A. Queen to Main Course Technologies as Chief Executive Officer.
- Gordon Grote and Mark Peterson to Moore Corp. Ltd. as President of Response Marketing Services, and President of Business Communication Solutions, respectively.

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## TELECOMMUNICATIONS

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### Appointments

- James Lovie to Rogers AT&T Wireless as Vice-President of Sales, Distribution and Service.
- Mario Mannella to TELUS Business Solutions as Vice-President, Marketing.
- Dale Beeston to VoicelQ Inc. as President.
- Dr. Robert Hannemann to LaserSharp Corp. as Chief Executive Officer and elected to serve as a member of the company's Board of Directors.
- Steve Forbes to PayStar as Chief Operating Officer.
- Richard D. (Rick) Calder Jr. to Broadwing Communications as President of Business Markets.
- TELUS Corporation has made several appointments: Paul Goldman is Vice President/General Manager, TELUS National Systems; Brian Ridgway is Vice President, Sales - Central & Eastern Canada, TELUS Client Solutions; and Rocco Lallone is Vice President - Marketing, TELUS Client Solutions.
- Richard J. Moscioni to Southampton Photonics as Vice President of Sales.
- J. Benjamin Trowbridge to United Messaging as Chief Executive Officer and Chairman of the Board.
- Ed Soo Hoo and Hassan Yousef to Network Utilities Inc. as Senior Vice President, Strategic Alliances, and Vice President, Sales (carriers and service providers), respectively.
- Marc Hafner to BroadCloud Communications Inc. as President and Chief Executive Officer.
- Mike Riley to Sonexis, Inc. as Chief Marketing Officer.
- Paul DeBeasi to ONEX Communications as Vice President of Marketing and Product Planning.
- Michael El-Hillow to Spike Broadband Systems, Inc. as Chief Financial Officer and Senior Vice President.
- Kristin Baumgartner to Commonwealth Telephone Enterprises, Inc. as Senior Vice President of Sales and Marketing.
- Jonathan Mapes to New Edge Networks as Vice President of Engineering and Chief Technology Officer.
- David N. White to Redline Communications Inc. as President and CEO.
- Bradley Singer and David Porte to American Tower Corporation as Executive Vice President, Finance, and Executive Vice President, Strategy and Technology, respectively.
- Elizabeth Duffy-MacLean to Bell Globemedia as Vice-President, Regulatory Affairs and Policy Strategy.
- Doug Spreng promoted within Applied Micro Circuits Corp. to President and Chief Operating Officer.
- David L. Sullivan to PSC Inc. as Senior Vice President of Worldwide Sales and Marketing.
- Dave Whalen to SignalSoft Corporation as Senior Vice President of Worldwide Sales.
- Richard Riker to Vitesse Semiconductor Corporation as Vice President, Marketing and Sales.
- Douglas Ritter to Nextira as Vice President, Marketing.
- John Rouse to METRObility Optical Systems as Vice President of Business Development.
- Pierre McMaster and Claude Letourneau to Kontron Communications as Chairman, and President and Chief Executive Officer, respectively.
- Karen Davis-Farage to Antenna Software, Inc. as Vice President of Business Development.
- Bob Cantarutti to Cinta Networks as Vice President of Sales.
- Frank R. Martire to Call\_Solutions.com as Corporate Executive Vice President - Strategic Planning, Business Development and Chief Administrative Officer.
- ePHONE Telecom, Inc. President Carmine Tagliatalata Jr. is appointed to the additional role of CEO.
- Russell Newbury to C-Com Satellite Systems as Vice-President of Marketing and Sales.

- Jennifer McDonald and Valerie Strike to Star Choice Communications Inc. as Senior Director, Affiliate Relations, and Legal Counsel, respectively.
  - Erik Heilborn, President and CEO of Telenordia, is appointed the new Head of the Telia International Carrier business area.
  - Andre Gauthier to Telesystem International Wireless Inc. as Chief Financial Officer.
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