

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 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. Comments can be e-mailed to pointofview@mandrake.ca.

Sincerely,

Stéfan Danis
President & CEO
Mandrake

A LASTING GOODBYE How to properly resign from a position

It may seem simplistic and insignificant, but the manner in which you resign from a job can be an integral component in the successful progression of your career.

Leaving an organization with diplomacy, grace and dignity speaks volumes about your professional character and personal integrity. It is one of the key memories management and co-workers will retain about you.

Once you've decided to leave, for whatever reason, do your research on what benefits and compensation you are entitled to, as well as what you owe your employer in terms of notice period, transfer of responsibilities, returning company supplies and property, confidential information, etc.

Your letter of resignation should be simple and to the point. It should include the date you will be leaving, a brief explanation as to the reason why (i.e. a job offer too good to turn down), a couple of sentences on how much you have enjoyed your time with the organization and the position (even if you haven't), and an offer to work with them - if they so desire - to effect a smooth transition.

Resist the urge to make detrimental remarks about the company/staff or gloat. You should even be careful about discussing difficulties you encountered within the position during a formal exit interview, and entirely avoid mentioning personal conflicts with management or co-workers. Frame your comments in a way to help the employer understand and improve upon problems from a structural and process standpoint. It may be cathartic to say: "Take this job and shove it!", but it is a recipe for disaster.

Networking will remain an essential component in building your career. Today's business world is too small to risk developing a reputation that may come back to haunt you in future professional interactions. Try to leave on good terms with as many people as possible, especially those who may be able to provide good references. As well, ensure you retain as many of your contacts, including peers, bosses, clients, suppliers, etc., as you can, and keep in touch with them.

Resigning from a job is never easy to do. But the interpersonal and professional growth that can come from learning how to conduct yourself correctly can last you throughout your career.

We welcome your feedback on these 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

Appointments

- Daniel Morel to Impiric as Chairman and Global Chief Executive Officer.
- Paul Costello to Hill and Knowlton as Senior Vice President and National Service Leader, Corporate Communications.
- Howard Thomas to Vickers and Benson Companies Limited as President.
- Robert Beaudoin to Republik Advertising as President and Managing Partner.
- Sam Register to The Cartoon Network Online as Senior Vice President and Creative Director.
- Elizabeth Jackson to TBWA/Chiat Day as Group Director.
- Bill Baker to Publicis as Brand 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

Appointments

- Douglas Conant to Campbell Soup Co. as President and Chief Executive Officer.

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

FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Yves Gagné to Standard Life as Vice President, Customer Services, Group Savings and Retirement.
- Deven Parekh to Insight Capital Partners as Managing Director.
- Sun Life Financial Services of Canada Inc. promotes John R. Wright to Executive Vice President, Chief Information Officer, and Thomas A. Bogart joins as Executive Vice President and Chief Legal Officer.
- Chris Dawson and Vinit Bhatia to Bain and Company as Vice President (Toronto office) and Vice President (Bain and Company Canada).
- MCAP promotes Derek Norton to President and Chief Executive Officer and Director of the company, and Ray Doré to Chairman.
- Connie I. Roveto to Elliott & Page Limited as President, Chief Operating Officer and a Director of the company.

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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

Appointments

- Scott Moss to Cyoto as Executive Vice President of Sales.
- Frank Connolly to Modem Media as Chief Financial Officer.
- Gregg Rubin to Vault.com as Vice President of Sales.
- Sayed-Amr El-Hamamsy to Wi-LAN Inc. as Chief Operating Officer.

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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

Appointments

- Rick Bergman to ATI Technologies as Senior Vice President of Marketing and General Manager.
- Tim Dooley to Compaq Canada Corp. as Area Director, National Capital and Atlantic Area.
- Scott Corzine to ThreadXchange as Chief Executive Officer.
- Roger Sparks to Opus360 as Chief Marketing Officer.
- John McIlvaine to Magex as Vice President and General Manager.
- Stan Krupinski returns to Worldwide Data Inc. as Chief Executive Officer.
- Ian Fraser to Alterna Technologies Group Inc. as Director of Corporate Communications.
- Geac Computer Corp. appoints Tom Pippy to Senior Vice President of Finance in addition to his current position as Senior Vice President of Mergers and Acquisitions.
- Mario Settino and Claude Guay to Logibro Inc. as Chief Financial Officer, and Executive Vice President, Sales, Marketing and Business Development, 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 technology industry!

TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- TELUS has made several promotions and appointments. Terry Tasciuk (currently Acting President) to Vice President of Marketing; Simon Vincent to Vice President of Marketing, Consumer Solutions; Scott Knapman to Vice President, Client Solutions; and Robert Tasker to Vice President, Global Trading and Partner Solutions. Wade Oosterman and Patricia Bowles join as Executive Vice President, Sales and Marketing, and Executive Vice President, Communications, respectively.
- Stratos Global Corp. promotes Carmen Lloyd to President and Chief Executive Officer (effective Feb. 1).
- Allan Constable to Mar Communications as Vice President of Sales.

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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

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