

# 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!

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 Gelinás  
Director, Western Canada  
Mandrake (Calgary)

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

## GETTING RESPECT IN THE WORKPLACE

A lack of respect in the workplace is a central reason behind individuals feeling demoralized on the job and/or leaving an organization completely. In this article from *careerbuilder.com* ways to gain this respect are profiled.

When starting a new job, clarify your role, verify your new duties and use them as a foundation to introduce yourself and establish credibility with colleagues. Within the first few months on the job, it's also helpful to set up meetings with your boss and other key coworkers to gauge your progress and the contribution you are making.

Steps that you can take to build ongoing respect include:

- Being proactive about dealing with miscommunications and misunderstandings;
- Being respectful of yourself and others;
- Paying attention to your colleagues' time, their abilities and their contributions, and being clear about your own.

It's also useful to set up a regular 10-15-minute meeting with your boss to discuss any issues and give feedback that can help improve your performance and the company's.

To start obtaining the respect you deserve, click on the link below to read the full article.

[http://www.careerbuilder.com/wl\\_work\\_0002\\_respect.html](http://www.careerbuilder.com/wl_work_0002_respect.html)

## IMPROVE YOUR PERFORMANCE AT WORK

In today's rapidly changing job market achieving happiness and success on the job and in one's career is a monumental challenge facing every professional. So how can you meet this challenge? Become a "Star Performer" suggests this article from *careermag.com!*

"Star Performers" have a tendency to be more confident, breed more success for themselves and attract the best people/companies to do business with them.

The basic guidelines to become a Star Performer include:

- Think in small steps;
- Do research on a daily basis;
- Ask management how you can be more valuable;
- Ask for assignments no one else wants;
- Present management with a plan to improve problem areas;
- Offer to assist colleagues on their projects;
- Add items to your "to do" list;
- Give others proper credit when things go well.

To start becoming your own "Star Performer" and read the full article, click on the link below.

[Improve your performance](#)

## HOW TO BE TAKEN SERIOUSLY AT WORK

Every organization values employees who can contribute ideas to improve and benefit the company as a whole. However, knowing how to present your ideas so that they are taken seriously is the focus of this article from *myprimetime.com*.

Tips to focus on include:

- Presenting your ideas confidently;
- Using declarative statements instead of questions;
- "Cutting to the chase";
- Keeping your presentations short.

If you're ready to start being taken more seriously at work, click on the link below to read the full article.

[http://www.myprimetime.com/work/job\\_hiring/content/serious/index.shtml](http://www.myprimetime.com/work/job_hiring/content/serious/index.shtml)

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*

### Appointments

- Rob Elliot to TBWA Chiat Day as Vice President, Finance and Chief Financial Officer.
- Rob Grumbach to Vickers & Benson Arnold's new promotions arm, Arnold Brand Promotions as Vice President.
- Jason Sikora joins GreyInteractive Toronto to lead the company's global e-marketing practice.
- Marshall Jay Kaplan to Artshouse Communications as Vice-President.
- Josée Pâquet to Lacroix-Bleau Communication Marketing as Senior Account Director.
- Robin Kerbel to NATIONAL PharmaCom as Vice President.
- Annie Rizen to DCC Communications as Director of Finance and Human Resources.
- Maryse Côté to Lacroix-Bleau Communications-Marketing as Account Director.
- Young & Rubicam appoints James McCoubrey as Chairman and promotes John Farquhar to Chief Executive Officer.
- Jerry Judge to Lowe Lintas & Partners as Chief Executive Officer.
- Mark Spurr to Anderson Advertising as Vice President of Client Services, Domestic Healthcare.
- Colin Moore to Mosaic Group Inc. as President.
- Suzanne Ricard to Edelman Canada as Vice President, Technology and Marketing Communications.
- Michael Davidson to Vickers & Benson Arnold as Vice President of Marketing and Business Development.
- Leo Burnett has made several appointments. David Moore is appointed Executive Vice-President and General Manager of Leo Burnett Toronto in addition to his current role as Group Head of the agency's Montreal office and his work on the Wrigley account. Michael Wood joins as Executive Vice President and Managing Director.

And Chris Pastirik is promoted to Vice President and Group Head.

- Cossette Communication-Marketing names Co-founder Louis Lariviere President of Groupe Cossette in Quebec City.
- Susan Faragher to MacLaren Momentum as Account Director.
- Edith Boyland and Lisa Morch promoted within Leo Burnett to Vice Presidents.
- Encore Encore Strategic Marketing promotes Jennifer Lukas to Vice President of Events.
- Thierry Roussin to Transcontinental Group as Vice President, Corporate Development.
- Wakeham & Associates Marketing Inc. appoints two new Account Directors: Cheryl Izen and Davelle Morrison.
- Rainbow Advertising Sales Corp. promotes Brian Gault to Executive Vice President of Operations and Kimberly Norris to Senior Vice President of Advertising Sales.
- Michael DuPont to Bolt, Inc. as Vice President of Sales.
- Palmer Jarvis DDB promotes Helen Leggatt to Senior Vice President and Managing Director of the agency's Edmonton office.
- Arthur Shah and Elsie Fehr to Zig as Creative Directors.
- Margo Northcott to Brandworks International as Creative Director.
- James Wilkes and Shelley Weinreb to Grey Worldwide as Art Directors.
- Louis Courteau to Palm Publicité Marketing as Vice President and Creative Director.
- Marc-André Rivard to Groupaction/JWT as Vice President, Creative Director.

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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

- Tony Mazarolo to Sleeman Ontario as Director of Sales.
- Robert Myatt to The SeafoodAlliance as President.
- Charles Oliver to Labatt Breweries of Canada as Vice President, Marketing.
- Schneiders Foods appoints Doug Gingrich to Vice President Sales and Marketing and promotes Bruce McCullagh to Vice President, Poultry.
- Gary Dephoure to Dominion Citrus Limited as Vice President, Finance and Chief Financial Officer.
- Kellogg Canada Inc. promotes Brian Humes to Senior Vice President.
- Gregory Wade to Molson Inc. as Senior Vice President, Quality Brewing.
- James Krushelniski to Heinz Canada as President and Chief Executive Officer.
- Sobeys Inc. promotes Marc Poulin to President of the company's Quebec Region.
- Michael Hartman to Pepsi-Cola Canada as Vice President of Marketing.
- Vince Smith to Dow Chemical Canada Inc. as President and CEO.
- Labatt Breweries of Canada has made three new additions to their national management team: Eric Dingman is promoted to Vice President, Business Development; Luc Guens is appointed to President of Labatt Breweries, Ontario; and Dean Nadon is promoted to Vice President, National Sales.

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## FINANCIAL SERVICES

*Courtesy of Mandrake*

### Appointments

- Michael Beckerman to Bank of Montreal as Senior Vice President of Marketing.
- Zaheer Khan to Baker Gilmore & Associates Inc. as Vice President, Corporate Investments.
- Dale Powell to Howson Tattersall Investment Counsel as Vice President, Marketing and Client Service.
- Sun Life Assurance Company of Canada has made several appointments: Kevin Dougherty as Vice President, Group Retirement Services; Mary De Paoli as Vice President, National Sales and Marketing, Group Retirement Services; and Greta Cusworth as Vice President, Group Benefits.
- Dundee Group of Companies has announced the following appointments: Joanne Ferstman to Chief Financial Officer of Dundee Bancorp; Ray Benzinger to President and Manager of Dundee Private Equity; and Bob Sellars to Senior Vice President and Chief Financial Officer.
- Danielle Morin to PSP Investments as Chief Financial Officer.
- Manulife Financial Corporation has announced the following appointments: Donald Guloien as Executive Vice President and Chief Investment Officer, Investment Operations; John Mather as Executive Vice President and Chief Information Officer; and Bruce Gordon as Executive Vice President, Canadian Operations.
- Dundee Bancorp Inc. promotes Joanne Ferstman to Chief Financial Officer.
- Ernie Eves to Credit Suisse First Boston Canada as Vice Chairman and Senior Advisor.

- Pat Minicucci to Scotiabank as Senior Vice President, Toronto Region.
- The Business Development Bank of Canada promotes Simone Desjardins to Senior Vice President, Operations for Ontario, Prairies and Western areas.
- Scotiabank promotes Robert Garneau to Senior Vice President, Quebec and Eastern Ontario Region.

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## INTERNET SERVICES

*Courtesy of Mandrake*

### Appointments

- Rocco Rossi to MGI Software as President.
- Taneshia Nash to Nurun Inc. as Development Director for the company's New York City operations.
- Terry Zuk to Corel Corporation as Vice President, Sales, Service, Support and Operations.
- Marie J. Toulantis promoted to President and Chief Operating Officer at Barnes & Noble.com.
- John Lyons to Mimeo.com as CEO.
- Ken Mackenzie to MGI Software Corp. as Chief Financial Officer.
- Eli Chalfin to Blink.com as Chief Executive Officer.
- Gary Anderson to Globe Interactive as Senior Vice President of Business Development.
- George Moser to WebCollage as Chief Operating Officer and Vice President of Field Operations.
- Sean Shannon to expedia.ca as Director of Marketing.
- Audible, Inc. promotes Foy Sperring to Senior Vice President of Strategic Alliances.
- Andrew Jackson to InSystems as Senior Vice President, Marketing.
- John Boynton to InQuent Technologies as Vice President Marketing and Business Development.

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## TECHNOLOGY

*Courtesy of Mandrake*

### Appointments

- Geac Corp. Ltd. has named Paul Birch Chief Operating Officer and Chief Financial Officer in addition to his duties as a Director.
- Toshinori Ikebe to Tri-Vision Electronics Inc. as President.
- Ed Kilroy and John Wetmore to IBM Canada Ltd. as President and Chief Executive Officer, IBM Canada Ltd., and Vice President, ibm.com, respectively.
- Nanci Caldwell to PeopleSoft Inc. as Senior Vice President and Chief Marketing Officer.
- Mel Steinke to Descartes Systems Group as President, Customer and Network Operations.
- Dietmar Heine to VISTAInfo.com as Vice President and General Manager, Canada.
- Barrett Joyner to FullSeven Technologies, Inc. as Chief Executive Officer.
- Mark Anderson to AGEA Corporation as Vice President of Sales.
- Dave Ponsford to Tellus Technology Inc. as Senior Vice President of Engineering.
- John Scharber to CacheFlow Inc. as Chief Technology Officer.
- Craig Thompson to SpeechWorks International, Inc. as Vice President and General Manager of the EMEA region (Europe, Middle East and Africa).
- John Dowd to EDS Canada Inc. as President.
- Nelson Gentiletti to BCE Emergis as Chief Financial Officer.
- Speedware Corporation Inc. has announced several key senior management appointments: Andrew Gutman is appointed Chief Executive Officer; Jean- Pierre Théorêt is promoted to Chief Technology Officer; and Andy Kulakowski is promoted to Chief Operating Officer.

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## TELECOMMUNICATIONS

*Courtesy of Mandrake*

### Appointments

- Colin Patterson to Shaw Cablesystems G.P. as Vice President, Operations.
- Rogers AT&T Wireless promotes Nadir Mohamed to Chief Executive Officer.

- Sierra Wireless Inc. names Chief Operating Officer Glen Brownlee to the added position of President, and Chief Executive Officer David Sutcliffe assumes the added position of Chairman.
- John Demetris to Rogers AT&T as Vice President, Market Management.
- Julie Cober to Shaw Communications Inc. as Vice President, Human Resources.
- Léo Houle to BCE Inc. as Chief Talent Officer.
- Richard Rittorno to Cryptek Secure Communications, LLC as Director of Marketing and ASP Strategic Relations Manager.
- Avi Legmann to Beacon Telco as Vice President.
- Gene Mullinnix to TestChip as Vice President of Engineering.
- Gregory Willis to PanAmSat Corporation as Vice President, Global Sales Operations.
- Daniel Grey to SBE Inc. as Senior Vice President of Sales.
- Arif Janjua to i-drive as Chief Executive Officer.
- Steve Ammons to Metapa as Vice President of Sales.
- William Martin to OnePage, Inc. as Vice President of Sales.
- MCK Communications, Inc. appoints Ann Doyle as Vice President of Corporate Communications and Marketing Operations and promotes Sally Burke to Vice President Human Resources.
- David Goretski to Octave Communications as Vice President of North American Sales and Business Development.
- Telelogue, Inc. appoints Bill Korn as President and COO and Adam Wechsler as Vice President of Engineering.
- IPWireless, Inc. promotes William Jones to Executive Vice President, Technology.
- Shaw Cablesystems G.P. promotes Greg Pultz to Vice President, Internet Services.
- Richard Durante to Cintech Solutions as Vice President, Sales.
- Ed Gray to NetCom Solutions International, Inc. as Vice President of Sales.
- Richard Gozia to Nexterna, Inc. as President and CEO.
- Wayport Inc. announces four appointments: David Hampton as Chief Financial Officer; Daniel Lowden as Vice President of Marketing; Jim Keeler as Vice President of Engineering Development; and Timothy Smith to Vice President of Network Engineering.
- Mansell Nelson to Rogers AT&T Wireless as Vice President and General Manager, Interactive Mobile Services.
- Michel Boucher to Microcell as Director of Retail Partners.
- Kevin Bartczak to SkyCross Inc. as Chief Financial Officer.
- Jack Methven to Ceon Corporation as Chief Executive Officer and Chairman of the Board.
- John Brady to Time Domain Corporation as Chief Financial Officer.
- Kim Dixon to Filament Communications as President.
- Shannon Donnici to Shaw Cablesystems G.P. as Vice President, Customer Care.
- VoiceGenie Technologies appoints Tom Ray to Senior Vice President, Sales and Marketing, and promotes Eric Jackson to Vice President, Marketing and Business Development.

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

**DISCLAIMER**

The information contained in "InterViews Online" 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 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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