

InterViews Online

bi-weekly

provided by Mandrake



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A Point of View Industry Review

- Communications
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- Internet Services
- Technology
- Telecom

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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Mandrake is proud to be the Platinum Sponsor of *Strategy Magazine's Talent Wars!* Conference, May 28-29, 2001. Click on the logo to learn more.



Mandrake is proud to be a major sponsor of the **Marketer of the Year Awards**, hosted by AMA Toronto, May 30, 2001. Click on the logo to learn more.

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 this week's selection.

Sincerely,

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FINDING BLISS IN YOUR WORK

Is it really possible to "find something you love to do and get paid for it"? According to this article from *careerjournal.com*, achieving this type of "bliss" in our work is possible.

"Bliss" is defined as being in a "flow state" where you're so completely involved in what you're doing you forget about yourself and are performing optimally.

There are seven conditions in a job that can help foster this state of "bliss". They include:

- Balance
- Meaningfulness
- Purpose
- Control
- Ensuring your company's values correspond with your own
- Vision
- A map to achieve this vision.

To get yourself into your own state of "bliss" at work, click on the link below.

<http://www.careerjournal.com/columnists/perspective/19990611-fmp.html>

LEARN TO LOVE YOUR JOB

No matter how diligently you try, periods of job dissatisfaction are inevitable. However, this article from *careerbuilder.com* offers advice on how to minimize those experiences and make your job as fulfilling it can be.

Speak up and be honest with your boss about how you are feeling- this includes discussing both the good and bad feelings about the role.

Examine if the negativity and stress you are encountering is related to your position not adequately matching your skills.

Pinpoint the source of your anger and frustrations and learn to forgive and work with these situations and people.

To start making peace with what you do, click on the link below.

<http://www.careerbuilder.com/subcat/wst/gwst030109.html>

COPING WITH COWORKERS

In today's team driven interdependent workplaces, conflicts among coworkers are common. However, learning to deal professionally with these differences is paramount for any career minded professional

This article from *experience.com* offers tips on how to diffuse difficult situations with your colleagues.

Focus on improving your work relationship. Remember you don't necessarily have to be friends with each other.

Discuss how the disagreement is keeping both of you from doing your jobs effectively and work to find solutions to the problem.

Your goal should be not to change the other person, but to find ways to mutually respect each other.

To learn more about developing the most peaceful relationships with your coworkers, click on the link below.

http://www.experience.com/topics/articles/display_article.jsp?topicId=0&articleId=86

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

- Encore Encore Strategic Marketing promotes Jennifer Lukas to Vice President of Events.
- Thierry Roussin to Transcontinental Group as Vice President, Corporate Development.
- Palmer Jarvis DDB promotes Helen Leggatt to Senior Vice President and Managing Director of the agency's Edmonton office.
- Marc-André Rivard to Grouppaction/JWT as Vice President, Creative 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

- 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

- 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

- Sean Shannon to expedia.ca as Director of Marketing.
- 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

- 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 to Chief Executive Officer; Jean- Pierre Théorét promoted to Chief Technology Officer; and Andy Kulakowski promoted to Chief Operating Officer.

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- 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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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 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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