

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 your e-mail software is not showing the full graphics of this newsletter, we encourage you to check it out on our website at <http://www.interviews-online.net>.

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Where does your marketing career go next??? Find out at *Career Crossroads*, a breakfast forum hosted by Frank Huggins of Mandrake and the Toronto Chapter of the American Marketing Association. Click on the AMA logo to find out more and register!

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,

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WINNING THE RECOGNITION YOU DESERVE

A lack of recognition within one's role and organization can be a major source of workplace frustration. This article from *Careerbuilder.com* offers suggestions for raising your profile both with your boss and throughout the whole company.

Ideas to showcase your talents and achievements include:

- Going beyond your job description
- Playing a larger "civic" role within your company
- Getting an article published or being quoted
- Becoming active in business groups or associations.

To learn more about how you can raise your profile at work, click on the link below to read the full article.

http://www.careerbuilder.com/wl_ga_9901_recognition.html

HOW TO STRESS LESS - AND SMARTER

"Smaller, slower and less" have become the buzzwords of today's economy. But anxiety over this unpredictable economy has contributed to many professionals working just as hard, yet becoming even more desensitized in recognizing the true signs of stress and proper stress management techniques.

This article from *Fastcompany.com* details how one stress expert is trying to shift from "stress management" to "self-management." Self-management is meant to achieve "a sense of integration where [people] can design a life that truly works for them."

Self-management techniques include:

- Starting a fitness plan that incorporates emotional, spiritual and physical health
- Adopting a constructive outlook
- Ensuring your values and behaviours are aligned
- Conducting self introspection
- Making small, gradual changes.

To learn more about how to adapt these self-management techniques into your own work and personal life click on the link below to read the full article.

http://www.fastcompany.com/invent/invent_feature/baker.html

DEALING WITH WORKPLACE CHANGE

Today's corporate environment is full of change. However, despite modern advances, history shows that there are a number of fundamental ways to deal with this type of change that are still applicable today. This article from *Profitguide.com* profiles some of these common methods.

They include:

- Staying healthy through monitoring your diet and getting enough sleep
- Staying positive about change
- Seeking out new friends and bonds
- Re-channeling resistance to change.

To discover the change management secrets that have endured throughout the ages, click on the link below to read the full article.

http://www.profitguide.com/greatplace/issues_article.asp?id=580&ad=Y

We welcome your feedback on these articles. Please e-mail us at 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

- Andrea Isbester to Palmer Jarvis DDB as Vice President, Group Head, Amicus.
- Nancy Mitchell to Rapp Collins Worldwide as Vice President, General Manager.
- Ritchie Emslie to Publicis Canada as Planning Director.
- Stephen Rouse is promoted within Maverick Public Relations to Senior Vice-President and Director Corporate Enterprise.
- Adbargains have made several appointments. David Bowden is Executive Vice-President and Chief Operating Officer. Ian Pattinson is Senior Vice-President and Chief Technology Officer. And Sandra Landreth-Kerr is Vice-President of Marketing.
- Anthony Ruta to J. Walter Thompson as Chief Financial Officer.
- Christina Kim to NewAd as Senior Vice-President and Managing Director.
- Bates Canada has promoted David Duncan and Katie Wallace to Executive Vice-President of Planning and New Business Development, and Senior Vice-President of Diversified Services, respectively.
- Philip Hogarth to Hewson Bridge and Smith Ltd. as Director of Internet Strategy.
- Michel Pepin to Advantex Marketing International as Vice-President and Chief Financial Officer.
- Gerry Frascione to BBDO Canada as President and Chief Executive Officer.
- John Boniface is promoted to Senior Vice President, Managing Director at FCB Toronto, and R.P. Kumar is promoted to Vice President Management Director/Director of Strategic Planning.
- Martin Sansregret to Palm Publicité Marketing as Vice President of Synergy and Business Development.
- Pascal Léporé to GroupaXion Digital Communications as Vice President and General Manager.
- John Hilbrich to The Marketing Store Worldwide as President of the Canadian office.
- Nick Arakgi to Viacom Outdoor Canada as General Manager.

- R. Bruce Barr to DraftWorldwide Toronto as President.
- Bill Hogg to Padulo Integrated as Vice-President and Account Director.
- Paul Martinez to Grey Worldwide Canada as Director of Print Production.
- Lorena Chiarotto to Starcom Worldwide Canada as Direct Response Director.
- Kelly Rowcliffe is promoted within Honey Design, Marketing and Communications to Director, Client Services.
- Neil Everett to Ammirati Puris as President and Chief Executive Officer.
- Christina Polzl promoted within the Canadian Marketing Association to Senior Director of Education and Professional Development.
- Tim Snelgrove to Mark IV Promotions as Vice-President of Account Services.
- Marie Bourbonnière to Communications Redgrave & Associates as Vice-President.
- Boyd Neil promoted within Hill and Knowlton Canada's new national communications training service as National Service Director.
- Brad Stevens, the current Chief Operating Officer at FWJ Advertising and Public Relations, is appointed President.
- Paul Fleming to Sharpe Blackmore EURO RSCG as Director of Strategic Planning.
- Rebecca Dennison to Response Innovations as Account Director.
- Mauer Chiarello to Commins Wingrove as Partner.
- Sasha Volkau promoted to Account Director at MacLaren McCann.
- Michael Willson to Prescient as Creative Director.
- Rick Donomme to Hewson Bridge and Smith Ltd. as Chief Creative Officer.
- Tyson Hynes to MT&L Advertising and Public Affairs as Art Director.
- Tammy Silny and David Adams to Bimm Communications Group as Media Director, and Creative Director, respectively.
- Jim Lawrus to Padulo Integrated as Art Director.
- Larry Donen to Detroit Creative Group as President.
- Jeff Finkler to Ammirati Puris as Chief Creative Creative Officer.
- Richard Mirabelli to Grey Worldwide Toronto as Associate Creative Director and Head of Art.

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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

- Petraea Heynike and Tracy Thomas to Nestlé Canada Inc. as President, Ice Cream, and President, FoodServices, respectively.
- Catharine A. Horne to Van Houtte's Coffee Break Group as Vice President, Central Region.
- Pierre G. Côté to Lantic Sugar Limited as President and Chief Executive Officer of Lantic Sugar Limited and Chief Executive Officer of Rogers Sugar Ltd..
- Bruno Manzinali to Staedtler-Mars Limited as President.
- Jean-Robert Ouimet to J.-R. Ouimet Inc. as Vice-President Marketing for J.-R. Ouimet Inc.

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Correction: In last month's InterViews Online, the stock price for Molson Inc. did not reflect the fact that the stock had split. Mandrake apologizes for the error.

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Robert Normand to the Alberta Treasury Branches as President and Chief Executive Officer.
- Guy G. Beaudry to the Business Development Bank of Canada as Senior Vice President, Corporate Affairs.
- Paul Farrell to Working Ventures as Vice President, Marketing.
- Martin (Marty) Sims to Thomson Kernaghan as Executive Vice President & Director, Retail Brokerage and National Sales Manager.
- Paul M. Jurist to Deutsche Bank AG, Canada Branch, Deutsche Bank Securities Limited as Principal Officer of Deutsche Bank AG, Canada Branch and as President & CEO of Deutsche Bank Securities Limited.
- Bruce MacKenzie is promoted within RBC Royal Bank to Senior Vice-President, Prairies Region.
- Donald M. Raymond to the CPP Investment Board as Vice President - Public Market Investments.
- Bette D. Andrews to Sun Life Financial Services of Canada Inc. as Vice-President, Central Region, Group.
- John A. Welch and Liann Pincott to UBS Bank (Canada) as President and Chief Executive Officer of UBS Bank (Canada) and UBS Trust (Canada), and Director, Domestic Private Banking, respectively.
- Deborah M. Lomow to Scotiabank as Senior Vice-President, Corporate Pensions.

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INTERNET SERVICES

Courtesy of Mandrake

Appointments

- Rick Filippelli to Rediff.com India Limited as Chief Financial Officer.
- David P. Woodall to Pivotech Systems, Inc. as President and Chief Executive Officer.
- Carla Buckner to PayStar Corporation as Vice President Sales and Marketing for PayStar's InfoStation (kiosk) Division.
- Antonio J. Espinosa to Talarian Corporation as Vice President of Sales.
- Herb Woodward to Starfish Software as Vice President of Professional Services.
- Michel Beland to Microforum Inc. as Chief Financial Officer.

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Vicky J. Sharpe to the Foundation for Sustainable Development Technology in Canada as President and Chief Executive Officer.
- John Longbottom and Sandy Lovell to Ceridian Canada Ltd. as Vice-President/General Manager for Western Canada, and Vice-President, Operations and Technology, respectively.
- Robert Gordon is appointed Chief Executive Officer of Platform Computing Inc. Platform Founder Songnian Zhou remains Chairman and assumes the position of Chief Technology Officer.
- Gary DeMel to ATI Technologies Inc. as as Senior Vice President of Sales.

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Francis J. O'Brien to StockerYale, Inc. as Executive Vice President & Chief Financial Officer.
- Stephen E. Silva is promoted within Charter Communications, Inc. to Executive Vice President and Chief Technical Officer.
- Richard R. Frizalone to NuVox Communications as Vice President of Direct Sales.
- Jae M. Park to Tessera Inc. as Vice President of Intellectual Property.
- Jean Monty, Chairman and Chief Executive Officer of BCE Inc., has been elected Chairman of the Business Council on National Issues.
- Court Carruthers to Dynamex Inc. as Vice President, Business Development for North America.
- Peter H. McKenzie to Syntegra as Vice President, Engery Industry Group.
- Robert A. DeKoning to Pixion Inc. as President, CEO and board member.
- Patrick Bennett to Covad Communications as Senior Vice President of Sales.
- James Ide to Next Level Communications Inc. as Chief Financial Officer.
- Phillip Arneson to Sorrento Networks as Chief Operating Officer.
- Roger Greenwald to CTI Group (Holdings) Inc. as Group Chief Marketing Officer.
- Michael S. Liebow to PamAmSat Corporation as Vice President of Marketing.
- Peter Nielsen to Shaw Communications Inc. as Vice President, Government and Industry Relations.
- Carl Vogel to Charter Communications, Inc. as President and Chief Executive Officer.
- Kevin Conlon to Palomar Technologies Inc. as President.
- Michael ("Mick") Mullagh to Telephia, Inc. as Chief Executive Officer.
- Robert (Bob) Russo to Sequence Design Inc. as Senior Vice President of Worldwide Operations and General Manager.
- Mark Canha to Broadwing Communications as President of Broadband Services.
- John Petersen to Microsemi Corp. as Vice President of Corporate Quality and Business Process Improvement.
- Mark T. Notten to Halcyon Monitoring Solutions as CEO.
- Brady O. Bruce to NightFire Software Inc. as Senior Vice President of Marketing and Business Development.
- Julia Harper to RadiSys Corp. as Chief Financial Officer.
- Frank Dunn, the current Chief Financial Officer at Nortel Networks Corp., is named the company's new President & CEO, effective Nov. 1.
- Chung Liu to ACCESS Systems America as CTO and Vice President of Engineering.
- George Ellis to AremisSoft Corporation as Chairman and Chief Executive Officer.
- Michael P. Corkery to Berliner Communications as Chief Financial Officer.
- Dr. Barry Abzug to Rockwell Collins as Senior Vice President, Corporate Development.

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