

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,

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THERE'S A RIGHT AND A WRONG WAY TO DISAGREE

Disagreements are a normal part of human nature. However, when handled poorly, they can damage - and even destroy - relationships, trust and productivity. This article from *USAToday.com* profiles the major reasons behind disagreements and how you can make them into a career building opportunity.

When disagreements occur, most people tend to see the other individual as an opponent they must defeat.

However, in order to make disagreements into learning opportunities as opposed to battles, the author of the article makes the following suggestions:

- Take a break from the situation
- Understand what the other person is trying to say
- Reflect on why each of you feel so strongly about your viewpoints
- If the disagreement is fact-based, ensure your facts are correct.

To learn more about how you can better handle disagreements in your professional life, click on the link below to read the full article.

<http://usatoday.com/careers/news/2001-07-26-disagree.htm>

WHAT ARE YOU COMPLAINING ABOUT?

Complaining about work is a common yet most times futile exercise. This article from *Fast Company.com* profiles a 15-year study from two researchers that examined how people interact at over 650 organizations. The results show how "complaints can actually be the seeds for corporate and individual transformation."

Suggestions offered include:

- To understand complaints, deconstruct them
- To change the culture, take responsibility
- To get respect, examine your commitments
- To discover the truth, question assumptions.

As well, further suggestions are offered on how to make effective, sincere compliments to colleagues in the workplace:

- Be direct
- Be specific
- Be professional.

To learn more about how you can turn your complaints and compliments into career building actions, click on the link below to read the full article.

<http://www.fastcompany.com/online/46/complain.html>

HOW TO BE MORE IMPRESSIVE AT WORK

We all want to be admired by our colleagues and superiors. However, if overdone or not handled correctly these initiatives can backfire on you. This article from *Careerbuilder.com* explores three methods that can help you become a star player in your role and within your organization.

Choose your "battles" carefully and avoid making an issue out of small matters that you will inevitably not be able to do anything about.

Practice effective, time saving communication techniques with others.

Ensure you are not becoming too focused within your own role to offer help, understanding and a listening ear to others, who in turn can also become your support system at work.

To begin becoming more impressive in your career, click on the link below to read the full article.

http://www.careerbuilder.com/wl_ga_0005_moreimpressive.html

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

- Rachel Fox to Cossette as Account Director.
- Angela Harvey to BC3 as Strategic Planner.
- Melissa Maister to Draft Advertising as Account Director.
- Cam Landell to Big House Communications as Vice President, Director of Client Services.
- Geoff Starr to Palmer Jarvis DDB as Account Director.
- Lisa Ann McGillivray and Lisa Marcelli to BOS as Account Directors.
- Lisa Lavecchia to Enterprise Creative Selling as Account Director.
- Bob Armstrong, Vice-President and Media Director of Cormark MacPhee Communications Solutions, is elected President of the Leading Independent Agency Network (LIAN).
- Jennifer Morozowich to Echo Advertising and Marketing as Account Director for the Toronto Blue Jays.
- Don Sagarese to Belladonna Communications as Director, Development, Brand and Marketing Counsel.
- Brian Cobbe to Coastal Media Group as President.
- Diane Wysocki to Publicis Dialog as Vice-President and General Manger.
- Alex Nichols to Clickhouse Media as Vice-President of Major Accounts.
- Helen Stone to GCI Group as Senior Account Director.
- Sarah Gratta promoted within DCC Communications to Account Director.
- Chris Williams to VBDI as Director of Interactive Marketing.
- Nolan Berg to Adculture Group as Client Director.
- Louis Régimbal is named a Partner and Head of Montreal operations of Diesel Marketing's new Think Tank office.
- Lisa Hudson promoted within MaxxMedia to Associate Media Director. Irene Corke is appointed Vice President and Group Media Director.

- Derek Lackey to Motivus Inc.'s new full service ad agency Madrigal Masaccio Communications Inc. as President and CEO.
- Steve Kennedy to Grey Worldwide Northwest as Vice-President, Director of Client Services.
- Jason Lee to Wasserman and Partners Advertising as Art Director.
- Jerry Kuleba and Joe Shyllit have taken positions as Creative Partners with Padulo Integrated in addition to their existing positions as Partners and Creative Directors of their agency Kuleba & Shyllit.
- Shawn King to MT&L Advertising and Public Affairs as Art Director.
- Paule Bélanger to PALM Publicité Marketing in Montreal as Group Head, Creative.
- Don Embree to Brandworks Marketing Communications as Creative Director.
- Greg Trinier to DCC Communications as Senior Art Director.
- Gary Oakley to Nexient Solutions as Chief Creative Officer.
- Nick Law to R/GA as Creative Director.
- FCB Direct has made several appointments. Vikki Kuzmich and Kevin Weagle join as Director of Production, and Senior Art Director, respectively. And Dina Lompa is promoted to Associate 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

- David Perkins is promoted to President of Molson USA. Michael Downey assumes Perkins former role of President of Molson Ontario/West, in addition to his current global marketing responsibilities.
- Michael Rodgers to Interbrew as Vice-President, Human Resources, Interbrew North America.

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Jerome Hass to Monrusco Bolton Inc. as Senior Analyst, International Equities.
- Robert J. Millar to CKF Inc. as President & Chief Operating Officer.
- Stephen Powell to Royal Bank of Canada to head an investment banking team focusing on retailing, food service and restaurants.
- Frank Belvedere to Monrusco Bolton Inc. as Vice-President, Alternative Investments.
- Michel Vidricaire to Acuity Funds Ltd. as Executive Vice-President, Institutional & Private Wealth.
- Jeffery T. Stubbs to Securitas Canada as Chief Financial Officer.
- Ian Hawkins to Walker Credit Canada Limited as Vice-President, Credit and Funding.
- Burgundy Asset Management Ltd. has announced several appointments. Allan MacDonald and Stephen Mitchell are promoted to Senior Vice Presidents. David Vanderwood is appointed Vice President. And Franca DeBartolo is promoted to Vice President.
- Janet Wrightman is promoted within Farm Credit Canada (FCC) to Executive Vice-President and Chief Operating Officer. Rick Hoffman is appointed Vice-President and Controller.
- Jim Meek and Claude Norfolk are both appointed to the role of Senior Vice President, International Banking at Scotiabank.
- David C. Foster to iPerformance Fund Corp. as Senior Vice President, Regional Sales Manager.

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INTERNET SERVICES

Courtesy of Mandrake

Appointments

- Bo Manning to Pivotal Corp. as Chief Executive.
- Faye S. Baggiano to BCE Emergis as President of the North American eHealth Solutions Group.
- Willem Galle to Descartes Systems Group Inc. as Chief Operating Officer.
- Tom Manley to Cognos Inc. as Chief Financial Officer and Senior Vice President of Finance and Administration.

- Dean Hopkins is appointed President of Cyberplex.
- Jeff Kriebel and Gayle Stephens to Travelbyus as Senior Vice-President of Sales and Marketing, and Vice-President of Marketing, respectively.
- Peter Evans to PlateSpin as Vice-President of Marketing & Strategy.
- Doug Burke to Simile Software as President and CEO.
- Alexis de Raadt-St. James to Commerce One, Inc. as Senior Vice President and Chief Strategy Officer.
- Bill Dewes and Kathy Graves to Nuance as Vice President and Controller, and Vice President of Worldwide Partners and Alliances, respectively.
- Steven Schofield to Microforum Inc. as Chief Executive Officer and Director.
- Subroto Bagchi to MindTree as Vice Chairman and President of North American operations.

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Dr. Yuri Erokhin to Ibis Technology Corporation as Vice President of Wafer Technology.
- Allan Bulckaert to Trojan Technologies Inc. as President and Chief Executive Officer, effective Oct. 1, 2001. Current President and CEO H.J. (Hank) Vander Laan is appointed Chairman.
- Dan Pepper to AppStream, Inc. as Vice President of Sales.
- Salil Donde to Ascent Computing Group Inc. as President and a member of the Board of Directors.
- Gregory M. Teesdale to AuthenTec, Inc. as Vice President and Chief Financial Officer.
- Richard Guha to AppStream, Inc. as Executive Vice President of Marketing.
- John Brewer to Nitronex Corporation as Vice President of Product Marketing, Wireless Applications.

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Kimberly Servas to Universal Access as Senior Vice President of Product Development and Marketing.
- Trudi Blair to ARBROS Communications, Inc. as Senior Vice President of Marketing.
- Kenneth W. Noack to Comdial Corporation as Senior Vice President of Operations.
- Damian Chmelar to Exario Networks as National Vice President of Sales.
- Stanley T. (Stan) Scheufler to DyoCera Wireless Corp. as Corporate Vice President of Product Management and Marketing.
- Duncan McEwan and Greg McCamus to Sprint Canada Inc. as President and Chief Operating Officer, Sprint Canada, and President, Enterprise Communications Solutions, Sprint Canada, respectively.
- Steve Brenner to Cambridge VoiceTech as Senior Vice President for Sales.
- Stephen M. Wagner to ATSI Communications Inc. as President and Chief Operating Officer.
- Per-Arne Sandstrom Ericsson as Chief Operating Officer.
- Ralph R. Papitto to Lynch Corporation as Chairman and Chief Executive Officer.
- Glenn Ehley to AirNet Communications Corporation as President and CEO.
- Ken Cranston to Terion as President.
- Marc Eaglesham to Epass Canada Inc. as Executive Vice President, Worldwide Operations.
- Robert (Bob) Kimball to Televoke, Inc. as Chief Executive Officer.
- Brett Azuma to IP Unity, Inc. as Vice President of Marketing.
- Nestor Fesas to Bandspeed Inc. as Vice-President of Systems Engineering.
- Michael Aquino to ONI Systems Corp. as Vice President of Sales, Americas East.

- Tom Norlander and Steve Osborn to BroadCloud Communications Inc. as Vice President of Business Development, and Vice President of Sales, respectively.
- James C. Allen to Malibu Networks as Executive Vice President and Chief Operating Officer.
- Burton Calloway to ARC Wireless Solutions, Inc. as Executive Vice President of the company's Antennas America Division.
- Mario Mannella to TELUS Business Solutions as Vice-President, Marketing.
- Michael J. Reedy to Cambrian Communications as Vice President of Marketing.
- Michael Corcoran to fSONA Communications Corp. as Vice President of Marketing and Sales.
- Ken Murray to Mockingbird Networks as President and Chief Executive Officer.
- Hank Perret to Legerity as Vice President of Finance and Administration, and Chief Financial Officer.
- Kenneth L. Battie to Unified Signal as Vice President of Finance and Operations.
- Michael Gordon to Symmetricom, Inc. as Chief Information Officer and Vice President of Quality.
- Art Rosales and Dr. John Konrad to Boeing Satellite Systems (BSS) as Vice President of Commercial Programs, and Vice President of Commercial Marketing and Sales, respectively.
- Joseph D. Livingston to Reliable Power Systems as President and Chief Executive Officer.
- John Hager to Solid Systems Inc. as Chief Executive Officer.
- John F. Rogers to Fitel Technologies, Inc. as Chief Executive Officer.
- Michael R. Johnson to Farmstead Telephone Group, Inc.
- Jim Fanella to Cyberplex Inc. as President.

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