

InterViews Online

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A Point of View Industry Review

- Communications
- Consumer Goods
- Financial Services
- 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.*



Jan. 2002

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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Mandrake wishes you health, happiness and a prosperous 2002!

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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COMMUNICATE POSITIVE ATTITUDES DURING THE JOB INTERVIEW

During a job interview your almost every action conveys a message to the interviewer. This article from the *washingtonpost.com* provides tips on how to convey positive messages.

Behaviors that convey positive messages of both liking the other person and interest in the discussion are:

- Body orientation toward the other person
- A slight forward body lean toward the other person
- Openness of arms and body
- Postural relaxation
- Direct eye gaze
- Positive facial expression.

To learn more about how you can improve your non-verbal communication and increase your success in the job interview, click on the link below to read the full article.

http://www.washingtonpost.com/wl/jobs/Content?Content=/Career_Advice/tips/impactadvice32.htm

DON'T THINK YOU'LL MAKE IT WITHOUT A MENTOR

Up and coming professionals need a mentor to help them navigate the potential landmines of the business world. This article from the *washingtonpost.com* reinforces the importance of partnering with a seasoned leader.

According to career coach Barbara LaRock, respect and sincerity are the cornerstones to building a successful protégé-mentor relationship.

- Suggestions offered include:
- Respect people's time
- Be direct
- Ask questions: be curious and enthusiastic
- Go above and beyond what is expected of you.

To learn more about this career essential tool, click on the link below to read the full article.

http://www.washingtonpost.com/wl/jobs/Content?Content=/Career_Advice/columnists/atwork121001.htm

LAUNCH A CAMPAIGN TO AVOID A LAYOFF

During this time of economic uncertainty, as the unemployment rate continues to climb, employees need strategies to make them indispensable to their employers. This article from *usatoday.com* profiles how you can work to increase the odds of retaining your job.

Choose your "battles" carefully: according to the Society of Human Resource Management (SHRM), performance, job function and skills are deciding factors for employers as to who to retain or release, and equally, they are all factors you can control.

Here are some how-to tips to build your lay-off "offensive" strategy:

- Keep your chin up, take on more than your job description
- Find a safe haven by identifying corporate growth areas
- Brush up on your skills
- Create personal buzz by managing your image.

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

<http://careers.usatoday.com/service/usa/national/content/expert/dailygrind/2001-12-13-layoff-offensive>

We welcome your feedback on these articles. Please e-mail us at pointofview@mandrake.ca.

▲ top

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

- Bob Shanks to General Manager of Labatt Breweries of Canada's new ad agency.
- Tammy teWinkel to Vice-President of Interaction Design at Quarry Integrated Communications.
- Miranda Monastero to Group Account Director at Goodgoll Curtis.
- Rob Guenette to President and C.E.O. at Wolf Group.
- Oren Switzer-Tal to Vice-President and Account Group Director at Marshall Fenn Communications.
- Jeff Wilbee to Art Director at Marshall Fenn Communications.
- Kelly Armstrong to Account Director at Marshall Fenn Communications.
- Bruce Hillcoat and Clare Brennan to Creative Directors at Hewson Brdige and Smith.
- Jim Hare to Marketing Director at Digital Advertising Network, Montreal.
- Gail MacDonald to Vice-President at Quattro Communications, Toronto.
- Barry Quinn to Creative Director of D3, the design division of Gee Jeffery and Partners.

▲ top

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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

- Glenn A. Rusk, Vice-President, Sales at S.C. Johnson and Son, Limited.
- W. Galen Weston to President at George Weston Ltd.

▲ top

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Katherine Bardswick to President and C.E.O. at Co-operators Group Limited.
- Tom Manton to Vice-Chairman of the Radio Marketing Bureau.
- Christian Langevin to Vice-President, Investment Management at GE Asset Management Canada.
- Christiane Bergevin to President at SNC-Lavalin Capital Inc.
- Tracey Lawko to Vice-President, Project Financing at SNC-Lavalin Capital Inc.
- Rose M. Patten to Executive Vice-President, Human Resources at the Bank of Montreal.
- Jason Moscovitz to Vice-President of Public Affairs at the Business Development Bank of Canada.
- Mr. Luc Chabot as President and General Manager of Capital régional et coopératif Desjardins.

▲ top

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INTERNET SERVICES

Courtesy of Mandrake

Appointments

- Joseph I. Saliba to the position of President, Business Process Services at CGI.

▲ top

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Ian Jackson to Director of Sony Computer Entertainment Canada.
- Angela Schweke to Director of Marketing at SAP Canada.
- Dave Thomas to Vice-President, Business Development and Marketing at Keating Technologies.
- Mr. Gerald Wright as Executive Vice President and C.F.O at Siemens Canada.

▲ top

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Roch Dubé to President at Aliant Telecom.

▲ top

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▲ top



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