

InterViews Online

provided by Mandrake



www.mandrake.ca

A Point of View Industry Review

- Communications
- Consumer Goods
- Financial Services
- Internet Services
- Pharmaceutical
- Retail
- 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.*



Mandrake

Apr. 2003

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>.

Mandrake is proud to host **SKATE FOR KIDS!**
For more information about this exciting fundraising event benefiting kids, please visit <http://www.skateforkids.com>

To subscribe to InterViews Online, please [click here](#)

To unsubscribe from InterViews Online, please [click here](#)

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
CEO and Chief Talent Officer
Mandrake
pointofview@mandrake.ca

Normand Lebeau
Directeur Général/ Associé
Mandrake Groupe Conseil (Montréal)
nlebeau@mandrake.ca

10-STEP CAREER TUNE-UP

As we enter the spring months and our thoughts turn to doing a little spring-cleaning, it's also an ideal time to do the same for your career. This article from *Quintessential Careers* offers 10 steps to do just that.

They include:

- Examine your life/career
- Set career/job-search goals
- Reconnect with/expand your network
- Upgrade your knowledge/skills
- Consider additional training/education
- Update/polish your resume
- Learn/refresh job-search techniques
- Practice interviewing
- Test your marketability
- Consider advancing internally.

To learn more about these 10 career tune-up steps, click on the link below to read the full article.

http://www.quintcareers.com/career_tune-up.html

THE FIVE MOST POWERFUL WAYS TO ANNOY OTHERS

When attempting to succeed and build a career in today's economy, the ability to criticize oneself and show you know your weaknesses as well as your strengths is increasingly becoming a key quality, says this article from *Fast Company*. The article offers the top five negative attributes one can possess and how to combat them with a little constructive criticism on number one.

They include:

- Aggression
- Being distracted
- Ambitiousness
- Passivity
- Being a 'know-it-all'.

To learn more about how you can portray a balanced, knowledgeable image of yourself in the corporate world, click on the link below to read the full article.

<http://www.fastcompany.com/online/68/hrubin.html>

STOP TORTURING PEOPLE WITH TERRIBLE MEETINGS

When they think about what annoys them the most about their jobs, going to meetings ranks high on many people's list. This article from *Career Know-How* offers 10 ways to make meetings more bearable for all involved.

They include:

- Intentionality
- Leadership
- Authenticity
- Primal leadership
- Respect for everyone
- Constructive discontent
- Creativity
- Know your bottom lines
- Interpersonal connections
- Process afterwards.

To learn more about creating the types of meetings that people will actually want to attend, click on the link below to read the full article.

<http://www.careerknowhow.com/badmeetg.htm>

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

- Martin Poitras to Zoom Media as Vice President, Sales & Operations
- Susan Zuzinjak to both Toronto Life & Saturday Night magazines as Marketing. & Special Projects Director
- Tracy Miller to both Toronto Life & Saturday Night magazines as National Advertising Director
- Paul Ski to CHUM Ltd. as Executive Vice President, radio
- Stephen Tapp to CHUM Ltd. as Executive Vice President, television
- David Kirkwood to CHUM Ltd. as Executive Vice President, Sales & Marketing, radio & TV
- Donald Graves to RedPoint Media Group as Chairman

- Dan Bowman to RedPoint Media Group as President & Publisher
- Gary Davies to RedPoint Media Group as Vice President, editorial
- Donald G. House to RedPoint Media Group as Vice President, Marketing & Strategic Development
- Rebecca Whitcomb to BFS Entertainment & Multimedia as Director, Marketing & Operations
- Ron Suter promoted to Senior Vice President & General Manager at Universal Television Distribution Canada
- Ronnie Caplan to Ravenstone Productions as Director, New Business Development
- Lilliane Vidicek to Cieslok Media as Partner (Toronto)
- Byron Montgomery to Obie Media as Vice President
- Mario Cecchini to Zoom Media as President & COO
- Robb Chase to Famous Players as President & CEO
- Colleen McNarry-Wilson promoted to Senior Vice President, National Sales at Pattison Outdoor Advertising
- Shane Dolgan to Hill & Knowlton Canada as Vice President, Corporate Communications
- Michelle Michalak to Hill & Knowlton Canada as Account Director, Technical Communications
- Israel Diaz to Roche Macaulay & Partners as Associate Creative Director (Toronto)
- Ken Maclean to Ninedots as Account Director (Toronto)
- David Barclay to Ninedots as Director, Business Development (Toronto)
- Glenn Chilton to Go Direct Marketing as Senior Vice President & General Manager, East
- Marcel Labbe to Go Direct Marketing as Senior Vice President, HR & General Manager, West
- Rosanna Cavallaro to Spencer Francey Peters as Vice President, Business Development
- Rob Young to Trojan Sports & Event Marketing as Vice President, Creative Development
- David Finch to Trojan Sports & Event Marketing as Vice President, Western Canada
- Larry Bleau to MacLaren McCann's Promotion Group as General Manager
- Chris Morales to MacLaren McCann Retail as Group Account Director
- Andrew Barrett to J. Walter Thompson as Senior Business Planning Director (Toronto)
- Tracey Azzopardi to Enterprise Creative Selling as Broadcast Producer
- James Deeks to Optimum Public Relations as Vice President & General Manager
- Peter Foy to Quadrant Marketing as Vice President, Client Services
- Randy Scotland to The Association of Canadian Advertisers as Vice President, Communications
- David Sable to Wunderman as Vice-Chairman & President
- Lisa Crossfield promoted to Vice President, Group Account Director, Integrated Communications at MacLaren McCann
- Adrienne Gaffney promoted to Vice President, Group Account Director, Consumer Division at MacLaren McCann
- Francis Alexander promoted to Vice President, Group Account Director, Brand Development at MacLaren McCann
- Andrew Simon promoted to Associate Creative Director at Palmer Jarvis DDB (Toronto)
- Donna Shortell to Vice President, Print Production at Echo Advertising + Marketing Inc.
- Ian Bryce-Buchanan to TBWACHiatDay as Account Director
- Dave Nourse to TBWACHiatDay as Account Director
- Keith Stride to Water -mark Advertising Design as Creative Director (Calgary)
- Optimum Public Relations-West, a division of Cossette Communications Group has promoted Karen McCluskey to Vice President
- Optimum Public Relations-West, a division of Cossette Communications Group, has promoted Carolyn Grafton to Account Director
- Deni Baschiera promoted to Senior Vice President at Vickers & Benson Direct and Interactive
- Vital Adam to BenchMark Porter Novell as Director, Eastern Region (Montreal)
- Nick Malaperiman to DreamCatcher Games as Director, International Communications
- Deborah Arbus to BDO as Account Director
- David Bell to Interpublic Group of Companies as Chairman & CEO
- Vince Aragona to Vickers & Benson as Director
- Nathalie Burstein-Woods to Grey Worldwide as Group Account Director
- Danielle Wilson to MacLaren McCann as Vice President & Director, Client Services (Vancouver)
- Jordon Berman to Harbinger as Vice President
- Yvonne Burnside to Hill & Knowlton as Vice President, Group Leader

▲ top

Visit us on the web at www.mandrake.ca for more **appointments**, a selection of **career opportunities** and further information about Mandrake!

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

- Guillermo Maquivar promoted to Vice President, Marketing at Kellogg Canada
- Jose Tafner to Kellogg Canada as Vice President, Finance & Admin.
- Doug Corbett to Labatt as President, Oland Specialty Beer Company (OSBC)

▲ top

Visit us on the web at www.mandrake.ca for more **appointments**, a selection of **career opportunities**

and further information about Mandrake!

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

FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Mark Reichling to Key Equipment Finance Canada as Vice President, Operations & Administration
- Stephen B. Tiller to Brascan Financial Corp. as President
- Duncan N.R. Jackman to E-L Financial Corporation Ltd. as Chairman & President
- Frank She to Scotiabank as Senior Vice President, Electronic Banking Support Services
- John N. Hagan to Board of Directors at First Capital Realty
- James M. Shannon to Sodisco-Howden Group Inc. as CFO
- William C. Dovey to Partner at Cole & Partners
- Geno F. Francolini to Advisory Board at Marsh Canada Ltd.
- Steve D. Howard to Advocis as President & CEO

▲ top

Visit us on the web at www.mandrake.ca for more **appointments**, a selection of **career opportunities** and further information about Mandrake!

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

INTERNET SERVICES

Courtesy of Mandrake

Appointments

-

PHARMACEUTICAL

Courtesy of Mandrake

Appointments

- Dr. Mark de Somer to GB Therapeutics as Executive Vice President of Research & Development
- Michael C. Howlett to the Canadian Diabetes Association as President & CEO
- Suzanne Clashing to St. John Ambulance as CEO
- Dr. Eleftherios (Stephen) Vamvakas to Canadian Blood Services as Executive Vice President, Medical, Scientific & Research Affairs
- Kathryn Butler Malette to Canadian Blood Services as Vice President, HR
- Pauline Port to Canadian Blood Services as Vice President, Corporate Services & CFO
- Carren Praznik to Canadian Blood Services as Executive Director, Government Relations
- Sophie de Villers to Canadian Blood Services as Executive Director, Policy & Planning

▲ top

Visit us on the web at www.mandrake.ca for more **appointments** and further information about Mandrake!

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

RETAIL

Courtesy of Mandrake

Appointments

- Paul Jewer to Sobey's as Vice President, Finance & Treasurer
- Francois Vimard to Sobey's as Executive Vice President
- Clinton Keay to Sobey's as Vice President, & CIO

▲ top

Visit us on the web at www.mandrake.ca for more **appointments** and further information about Mandrake!

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

▲ top

Visit us on the web at www.mandrake.ca for more **appointments**, a selection of **career opportunities** and further information about Mandrake!

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

TECHNOLOGY

Courtesy of Mandrake

Appointments

- Richard Roskey to Q9 Networks Inc. as General Manager, Western Region (Calgary)
- Paul Obert to Redline Communications Inc. as Vice President, Worldwide Sales (Toronto)
- J. Spencer Lanthier has been appointed to the Board of Directors of BCE Emergies Inc. (Montreal)
- Larry Perron has been appointed to the Board of Directors of Elliptic Semiconductor (Ottawa)
- Greg P. Hirtle to Synodon Inc. as CFO (Edmonton)

▲ top

Visit us on the web at www.mandrake.ca for more **appointments**, a selection of **career opportunities** and further information about Mandrake!

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

TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- John Glass to Core Networks as Vice President, Marketing & Business Development (Halifax)
- Melinda Rogers to Rogers Communications Inc. as Vice President, Strategic Planning & Venture Investments
- Avis Sokol to Rogers Mobility as Director, Customer Analytics & Database Marketing

▲ top

Visit us on the web at www.mandrake.ca for more **appointments**, a selection of **career opportunities** and further information about Mandrake!

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.

To view our **Privacy Policy** please [click here](#)



Mandrake

Executive Search • Mergers & Acquisitions • Strategic Alliances • Organizational Consulting

TORONTO MONTREAL CALGARY

www.mandrake.ca