

# InterViews Online

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Mandrake

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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.*

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 is pleased to announce a strategic alliance with DestinyME(TM), a job search assistance program for the individual. Given today's changing job market, according to Human Resources Development Canada (HRDC), a person will change careers between 5 and 7 times, you need a powerful set of tools to help you land your next role. To increase your marketability and manage your career, you need a defined plan, an arresting resume and a confident approach to interviewing and networking. DestinyME(TM) can help you with those skills. Since we would love to, but are not able to, find employment for every person who sends us a resume, we recommend DestinyME(TM).

A turnkey, integrated solution, DestinyME(TM) will provide you with the following:

- 1) A personalized career strategy or "roadmap"
- 2) A clear action plan
- 3) Comprehensive tools for every stage of your search
- 4) Rich data to generate leads
- 5) Expert advice at all times

If you or someone you know is currently in transition and seeking a boost to their job search efforts, consider DestinyME(TM). A 60 minute information session covering all aspects of looking for a job will be held on Friday August 8, 2003 at 10:00 am. You will receive a proprietary career mapping program, DestinyME(TM). You will receive insights about your job search that you may never have heard before plus some interesting tools and reading to help guide you in your search.

If you wish to take action, please contact Vivian Rossteuscher, Talent Consultant, at [Rossteuscher@nexcareer.com](mailto:Rossteuscher@nexcareer.com) or call 416-972-1080 ext. 823

## 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

Normand Lebeau

## THE POWER OF POSTURE

It may not seem like something that can affect your career success, but your stance, and the elements surrounding it, can be an important factor in how people perceive you. This article from *HBS Working Knowledge* offers ten body language behaviours to improve upon.

They include:

- Eye contact
- Facial expression
- Head movements
- Gestures
- Posture
- Proximity and orientation
- Bodily contact
- Appearance and physique
- Timing and synchronization
- Nonverbal aspects of speech.

To learn more about how sending out the right message in these aspects of your body language can help increase your attractiveness to others, click on the link below to read the full article.

[http://workingknowledge.hbs.edu/pubitem.jhtml?id=3597&t=career\\_effectiveness](http://workingknowledge.hbs.edu/pubitem.jhtml?id=3597&t=career_effectiveness)

## HOW TO CURE THE VERBAL VIRUS: A FIVE STEP TREATMENT PLAN

Every career-oriented individual works hard to present a professional image. But one sure way to detract from it is with "verbal viruses" such as "uhh", "um", "like", and "you know".

This article from *Business Know-How* outlines five steps that can help you treat and cure this pesky problem.

Tips include:

- Diagnose the problem
- Pause
- Record the voicemail message you leave for others
- Enlist the help of a friend or spouse
- Hold you breath.

To read more about how you can have develop "healthy speaking" habits, click on the link below to read the full article.

<http://www.businessknowhow.com/growth/verbalvirus.htm>

## 10 REALITY CHECKS OF JOB HUNTING

Job seekers past, present and future listen up! You may need a reality check! Job-hunting can be fraught with difficulties; however, taking into account the 10 common mistakes made by individuals in this article from Quintessential Careers can make the process much smoother.

These reality checks include:

- You're only spending a small portion of your time on job-hunting activities
- You are conducting a "scattershot" approach to your job search
- You rely on advertised openings for job leads

- You're really not all that comfortable "using" people through networking
- You only have one "one-size-fits-all" version of your resume
- Your resume is not a marketing document loaded with keywords and accomplishments
- You've posted your resume on a few job boards and are waiting for employers to contact you
- You don't follow up with each employer after sending your resume and cover letter
- You don't prepare for job interviews by anticipating questions and researching the company
- You don't follow up regularly with employers you've interviewed with to keep your name at the top of the list.

To see if these reality checks could improve your career development, click on the link below to read the full article.

[http://www.quintcareers.com/job\\_reality\\_checks.html](http://www.quintcareers.com/job_reality_checks.html)

We welcome your feedback on these articles. Please e-mail us at [pointofview@mandrake.ca](mailto: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

- Kate Macdonald to Kontent Publishing as Executive Editor of Fashion Quarterly.
- David Swail to Sun Media as Vice President Operations Central Canada
- Serge Gosselin to Sun Media as Vice President, Corporate Editorial
- Randy Paul to TSN as Managing Director of Sponsorships for TSN Enterprises
- Chris Fuoco to Alliance Atlantis Broadcasting as Director of Affiliate Marketing.
- Roma Khanna to Chum Limited as Vice President, Interactive at Chum Television
- Andy Feldman to Strategy Magazine as Director, Advertising Sales
- Wanda Yu to Hollinger Canadian Newspapers as Director of National Advertising
- David Campbell promoted to President & CEO at Media Buying Services
- Doug Checkeris promoted to President & CEO at The Media Company, a joint venture of Media Buying Services and MediaCom Worldwide.
- Peter Lanyon to SGCI as Chief Creative Officer and Director of Creative Strategies (Maritimes)
- Sean Davison to MacLaren McCann as Group Creative Director
- Jon Freir to MacLaren McCann as Group Creative Director
- Jeff Beck to McDonnell Haynes as Vice President of Integrated Marketing
- Robert Depatie promoted to President at Videotron
- Shelagh Stoneham to BBDO as Vice President, GAD
- Catherine Frank promoted to Executive Vice-President, Director of Global Business for PJ DDB
- Yvonne Burnside to Hill and Knowlton as Vice President
- Ian Lee to Blast Radius as General Manager
- Jamieson Lorenz to Lowe RMP as Group Client Associate
- Todd Blevins promoted to National Creative Director at Venture Communications
- Roanne Argyle promoted to Vice President at Argyle Rowland Communications
- Sandi Gidluck to Gee Jeffery & Partners as Sr. Art 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

- Jean Yves Monette promoted to President & CEO at Van Houtte.
- John Bailey to Sleeman Breweries as Managing Director, Quebec Operations
- Michael Feuling promoted to General Manager at Parfums Givenchy Canada
- Stewart Gilliland to Labatt Breweries of Canada as President

- Roger Baranowski promoted to President at Hallmark Canada
- Terri Tinella promoted to Senior Vice President, Communications and Marketing Effectiveness at Nestle

Canada

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## FINANCIAL SERVICES

*Courtesy of Mandrake*

### Appointments

- John Varghese to Skyklon Advisors as Managing Director
- Jim Whitaker to Skyklon Advisors as Managing Director
- Robert Fabes promoted to Senior Vice President TSE and Vice President at TSX Group.
- Guy Benoit to National Bank of Canada as Vice President Sales & Service Retail
- Jai Parihar to Alberta Investment Management as Chief Investment Officer
- Jean-Claude Villiard to Business Development Bank of Canada on the Board of Directors
- Cam Ross to Emergo Group as Vice President, International Relations
- Sharon Brown to ING Direct as Director of Response Marketing

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## INTERNET SERVICES

*Courtesy of Mandrake*

### Appointments

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## PHARMACEUTICAL

*Courtesy of Mandrake*

### Appointments

- Jeffery Henderson promoted to President & General Manager at Eli Lilly Canada
- Dr. Alex Mackenzie to Genome Canada as VP Research
- Ron Clark to Altana Pharma as Director of Marketing
- Ruth Pichoa to Serono as Business Unit Director, Endocrinology

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## RETAIL

*Courtesy of Mandrake*

### Appointments

- Liz MacDonald to Marketing Home Sense, division of Winners, as Assistant Vice President

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## TECHNOLOGY

*Courtesy of Mandrake*

### Appointments

- Judy Parkes to Vice President, Technical Services at Datamirror
- Jean-Marc Aichoun to Engenuity Technologies as Vice-President of Marketing.
- Jim Dickerson to Redline Communications as Vice President, Engineering
- Peter Baran to AGTI Consulting Services as Managing Director (Vancouver)
- Thomas Miklikowski to Presidia Technologies as Director, Channel Sales (Ottawa)
- Gonzalo Peralta to BabelFish as Vice President, Language Training (Ottawa)
- Graham Pincott to BabelFish as Vice President, Operations (Ottawa)
- Chris Boudreau to BabelFish as Vice President, Localization (Ottawa)
- Jose Ferreyro to BabelFish as Vice President, Sales (Ottawa)
- Greg Stuart to Eyedu Solutions as Director of Business Development and Marketing (Ottawa)
- Garth Albright to Gemcom Software International as CFO and Corporate Secretary (Vancouver)
- Douglas Johnson to CodeBaby Corp. as Director of Marketing (Edmonton)
- Douglas Colbeth promoted to President & CEO of Webplan Inc. (Ottawa)
- Robert Saloman to Nakina Systems as Global Vice President, Marketing & Sales (Ottawa)
- Jane Todd to Agility Recovery Solutions as Vice President & CFO
- Kelly Moodie to Provance Technologies as Vice President of Alliances (Gatineau)
- Carl Smith to NUVO Network Management as CFO (Ottawa)
- Paul Van Bakel to DALSA Corp. as CFO (Waterloo)

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## TELECOMMUNICATIONS

*Courtesy of Mandrake*

### Appointments

- Roy Graydon to Call-Net Enterprises as Executive Vice President and CFO
- Joseph Chesham promoted to President, Ontario Region at Rogers AT&T Wireless
- Carolyn Meacher to Rogers AT&T Wireless as Vice President, Marketing Communications

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