

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.*

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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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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WHEN BODY LANGUAGE LIES

Whether in the business world or one's personal life, nonverbal communication, also known as "body language" is essential for success. This article from *HBS Working Knowledge* offers some common myths about body language and the realities behind them.

The myths include:

- A liar can't look you straight in the eye
- When meeting someone, the more eye contact the better
- Putting your hands behind your back is a power gesture
- "Steepling" your fingers shows that you're intellectual
- High-status people demonstrate their dominance of others by touching them
- People smile when they're happy
- Voices rise when speakers are angry
- You can't trust a fast-talking salesman.

To learn more about how you can best interpret body language clues, click on the link below to read the full article.

<http://hbswk.hbs.edu/item.jhtml?id=3123&t=organizations&sid=0&pid=0>

HOW TO BOOST YOUR CONFIDENCE

Achieving high performance - and the confidence that comes with it - is not only a mental game but also a physical one as well, says this article from *Fast Company*. The article offers several ways to better cope with the escalating demands of today's business environment.

They include:

- Get enough sleep
- Maintain a consistent bedtime and wake-up time
- Engage in strategic eating
- Play as much attention to what you eat as when
- Take breaks every ninety minutes during work
- Build in time for exercise.

To learn more about how you can become a top notch "business athlete" click on the link below to read the full article.

<http://www.fastcompany.com/feature/confidence.html>

RESIGNING WITH CLASS: HOW TO DIPLOMATICALLY RESIGN FROM YOUR JOB

Resigning from a job is often difficult - either because of a love of the job and co-workers or because one dislikes the position and can't wait to leave. This article from *Quintessential Careers* provides some key elements for resigning with class, as well as tips on how to write a resignation letter.

Points to consider when resigning include:

- Timing of the announcement
- Negotiation
- Hiring
- Training
- The time you will still be able to work
- Completing all open assignments
- Leaving with any required contact information.

As well, there are several issues that one needs to be prepared for including:

- Being escorted out of the building
- Guilt from co-workers or your boss
- A counter-offer to entice you to stay
- An exit interview.

To learn more about making a graceful exit from any position, click on the link below to read the full article.

http://www.quintcareers.com/resigning_job.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

- John Tory will move to the position of Chairman at Rogers Cable.
- Shannon McPeak to Vice President, Client Sales at Osprey's Media Group Inc.
- Therese Garnette to Sony Music Canada as Vice President, Partnership Marketing
- Vel Omazic to Sony Music Canada as Vice President, National Promotion/Media Relations
- Mark Child to Tribute Entertainment Media Group as Vice President Marketing
- Paul Lewis promoted to President & General Manager of Discovery Channel at CTV
- Bruce Hamlin to Channel M Multivision Television as Director Sales, Multicultural TV Station
- Jacqueline Grossman to Pirate Radio & Television as Director, Marketing (Toronto)
- Brent McKenzie to Initiative Media as Vice President, Retail
- Jim Rusnak to CTV British Columbia as Vice President & General Manager

- Vicki Blake to Astral Media as Director, Astral Media Mix for the Toronto Market
- Gary Hesketh to Surge Communication as Creative Director, print, radio & TV campaigns
- Lee Deline to Surge Communication as Director, Business Development
- Mario Cecchini to Zoom Media as President & COO
- Freeman White promoted to Vice President, Sales Development at Clear Channel Outdoor (Toronto)
- Sonja Perovic to Loop Media as President
- Jean-Philippe Leduc to NewAd Media as General Manager, Eastern Canada
- Kathryn Brownlie to Rogers Publishing as Vice President, Sales, B2B
- Alan MacNevin to CBC as Director, Merchandising Distribution & Marketing
- Bill Sweetman is launching his own e-marketing firm
- Bill Meldrum to Venture Communications as Director, Eastern Region (Calgary)
- Sasha Volkau to Cossette Communications as Group Account Director for Bell B2B (Ontario)
- Sherry Waddingham to Cossette Communications as Vice President, B2B Practice Leader
- Paul Pare to Tonik as President (Montreal)
- Scott McPherson to Foote Cone & Belding (FCB) as Group Account Director for the Ontario Tourism Marketing Partnership
- Doug Malcolm to Foote Cone & Belding (FCB) as Account Director
- Erin Flaxman promoted to Group Strategy Director at Starcom Worldwide Canada (Toronto)
- Stacey McIntyre promote to Group Strategy Director at Starcom Worldwide Canada (Toronto)
- Simon Creet promoted to Associate Creative Director at TBWACHiatDay (Toronto)
- Simon Duffy promoted to Associate Creative Director at TBWACHiatDay (Toronto)
- Nathan Monteith to Gee Jeffery & Partners as Account Director (Toronto)
- Connie Ducharme to Gee Jeffery & Partners as Vice President Media (Toronto)
- Peter Boggs to Gee Jeffery & Partners as Direct Senior Vice President (Toronto)
- Richard Peter to Bryant Fulton + Shee Advertising as Managing Director (Calgary)
- Michelle Read to Blast Radius as Director, Business Development
- Artura Torres to Hellin Marketing as Senior Account Director, Scotiabank, Xerox & ACE INA Insurance
- Jeff Roach to Masev Communications as Account Director, Client Services
- Ian Mirlin to Young & Rubicam as Executive Vice President & Chief Creative Officer
- Chris McDowell to Holmes Creative Communications as Director Client Services
- Ken MacDonald to Thornley Fallis Communications as Vice President & Account Director (Toronto)
- Fransi Weinstein to Tattoo Direct + Digital as President she will retain her position as Chief Creative Officer
- Donna McCarthy to Target Marketing & Communications as co-CD
- Laurelyn Priestly to Target Marketing & Communications as Director of Account Management
- Vital Adam to Benchmark Porter Novelli as Director Eastern Region (Montreal)
- Kristi Karens promoted to Group Head at Leo Burnett
- Jim Deeks to Optimum as Vice President, General Manager (Toronto)
- Sylvie Assingo promoted to Vice President, Client Services at Marketel (Montreal)
- Caroline Gagnon to Marketel (Montreal) as Vice President, Director Media
- David Bonner promoted to Associate Creative Director at Gee, Jeffery and Partners
- Matthew Litzinger promoted to Associate Creative Director at Gee, Jeffery and Partners
- Siobhan McCarthy to BBDO Canada as Vice President, Director of Organizational Development
- Jordon Berman to Harbinger as Vice President of the agency

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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

- Fred Jacques to Dare Foods as President
- Mark Child to Tribute Home Entertainment as Vice President, Marketing
- Peter Amirault to Senior Vice President, Business Development and Innovation at Molson
- Eric Agius to Nike Canada Ltd. as President and General Manager
- Rick Knudson to Sleeman Breweries Ltd. as President & COO
- Peter Hazelhurst to Cott Beverages as General Manager, Sales & Marketing Atlantic Division
- Andrew Pollock to Cott Beverages as Vice President, Marketing
- Garth Garner to GCF Food Services (Owner of Ho-Lee-Chow) as Dir. Marketing
- Allison McCain promoted to Chairman at McCain Foods (New Brunswick)
- Kenneth Carrier promoted to Executive Vice President, Wong Wings Food Division at McCain (New Brunswick)
- Stefane Berube to L'Oreal as Marketing Director
- Brad Flecher to Brown-Forman International Wines as General Manager, Canada
- Geoff Tomlinson to OBUS Forme Inc. as Director of Marketing
- David Lytko to Applic Consumer Products Inc. as Vice President, Sales & Trade Marketing

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Glenda Hummel to Scotiabank as Senior Vice President, Banking Operations
- Cathy Cronin to Intuit Canada as Chief Marketing Officer (Edmonton)
- Sharon Bell to ATB Financial as Vice President, Retail & Independent Business Marketing (Edmonton)

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INTERNET SERVICES

Courtesy of Mandrake

Appointments

- Michelle Read to Blast Radius as Director of Business Development

PHARMACEUTICAL

Courtesy of Mandrake

Appointments

- Don Bain to Medicare as Director Investor Relations
- Lou De Gennaro to SYNX Pharma Inc. as Executive Vice President, Research & Development
- Paul Baehr to IBEX as Chairman & CEO
- Michael Ashton CEO of SkyePharma to its Board of Directors
- Dr. William S. Cochrane to Oncolytics Biotech Inc.'s Board of Directors
- Dr. Tanya Lukic promoted to Vice President Scientific Affairs at Forbes Medi-Tech Inc. (Vancouver)
- Laura Wessman promoted to Vice President Business Development at Forbes Medi-Tech Inc. (Vancouver)
- Harry Ledebur to Chromos Molecular Systems Inc. as Vice President, Research & Development (Burnaby)

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RETAIL

Courtesy of Mandrake

Appointments

- Bruce McMillan to Toronto Tourism as President & CEO

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Dave Curley to QNX Software Systems as Vice President, Marketing
- Paul Mathias to Xillix Technologies Corp. as Vice President, Business Development
- Brenda Irwin to Xillix Technologies Corp. to Xillix's Board of Directors
- Doug Lord to Xerox Canada Ltd. as President

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Bill Meldrum to Venture Communications (Calgary) as Director of Eastern Region
- Jean-Francois St. Germain to Telus as General Manager Quebec, Public Markets
- Alain Luc Laprise to Telus as General Manager, Client Solutioning Team
- Sarka Kalusova to Connectus as Director Client Services (Vancouver)
- John Piercy to BCE Capital as Managing Director
- Bruce Calder to Telus as Vice President & General Manager of Telus Enterprise Solutions

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