

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,

Stfan Danis
CEO and Chief Talent Officer
Mandrake
pointofview@mandrake.ca

Normand Lebeau
Directeur GnOral/ Associ
Mandrake Groupe Conseil (Montrhal)
nlebeau@mandrake.ca

SHARPEN YOUR JOB INTERVIEW SKILLS

There are many misconceptions surrounding what will make one successful in a job interview. This article from *HBS Working Knowledge* proposes that interviewees think of the interview as having two purposes:

- Establishing basic trust with the interviewer
- Giving the interviewer a few clear ideas about what you can do for the company.

The article lays out the planning and advance work that needs to be done in order to achieve these goals.

To learn more about how you can institute these practices into your next job interview, click on the link below to read the full article.

http://hbswk.hbs.edu/item.jhtml?id=3460&t=career_effectiveness

DEALING WITH INCOMPETENT LEADERS

"Incompetent" leaders can happen in any organization and at any level of the organization. This article from *Career Know-How* details how you can identify an incompetent leader and survive their poor management style.

Tips include:

- Do not make it a personal matter
- Observe your boss
- Accumulate facts
- Know your value
- Expand your network
- Seek comfort outside your office

To learn more about how you can counteract incompetent behaviour from your superiors, click on the link below to read the full article.

<http://www.careerknowhow.com/guidance/incompetent.htm>

BEFORE AND AFTER: AN INNER SELF MAKEOVER

Although many people associate makeovers with the outer self, this article from *Quintessential Careers* presents four essential principles that can help one do an inner self makeover.

They include:

- Do an honest appraisal of your current reality
- Imagine all the aspects of your ultimate dream as bigger, brighter and bolder
- Pay attention and notice your changes
- Choose ways to measure your success.
- To learn more about creating your own inner makeover, click on the link below to read the full article.

http://www.quintcareers.com/self_makeover.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

- Sandra Sanderson to Universal Studios as Senior Vice President, Marketing
- Don Shafer to Standard Broadcasting as VP & General Manager of Standard Radio's BC Interior Group stations
- Paul Ski to CHUM Limited as Executive Vice President, Radio
- David Kirkwood to CHUM Limited as Executive Vice Preside, Sales & Marketing
- Stephen Tapp to CHUM Limited as Executive Vice President, Television
- Ginny Townson Sedik to Corus Entertainment as General Sales Manager for Radio Station Country 95.3
- Christian Paupe to Yellow Pages Group as Executive Vice President
- Francois Ramsay to Yellow Pages Group as Vice President, General Counsel & Secretary
- Yvan Proteau to Yellow Pages Group as Chief Information Officer
- Scott Wambolt promoted to Vice President, Sales at Yellow Pages Group
- Lorne Richmond promoted to Vice President, Operations at Yellow Pages Group
- Genevive LeBrun promoted to Vice President, Marketing at Yellow Pages Group
- Nancy Chapelle to TVOntario as Managing Director
- Jennifer McGuire promoted to Executive Director of Programming at CBC
- Maria Hale promoted to Vice President at Citytv
- Ellen Baine promoted to Vice President of Programming at CHUM Television
- Marcia Martin promoted to Vice President, Production at CHUM Television
- Walter Levitt promoted to Senior Vice President, Marketing at Alliance Atlantis Broadcasting
- Steve Rayment promoted to Vice President of Marketing, Factual and Lifestyle Networks at Alliance Atlantis Broadcasting
- Brett Channer to JWT as Group Creative Director
- Robin Whalen promoted to Group Account Director at Grey Direct
- Pamela Lawson to MACPHEE as Vice President, Director Strategic Planning
- Christopher Coughlin to Interpublic Group of Companies as COO
- Cherie Cohen to Lowe RMP as Group Client Associate
- Terry Maguire to Liquid as President
- David Falconer to Liquid as Vice President
- Patrick Doyle to Liquid as Vice President

- Dan Whalen to Liquid as Executive Creative Director
- Les Kahl to Brown Communications Group as Creative Director (Calgary)
- Nathalie Burstein-Woods to Grey Worldwide as Group Account Director
- Daniel Audet to National PR as Managing Partner (Montreal)
- James Burn to Motivus as Chairman
- Guy Bureau to Carlson Marketing Group as Vice President, Business Development (Montreal)
- David Plaxton to Carlson Marketing Group as Director, Client Relations
- Peter Van Hezewyk to Carlson Marketing Group as Sr. Director, Contact Centres
- Marie Gregoire to Zoom Media as Vice President, Marketing (Montreal)
- Stephanie White to Somerset Entertainment as Creative Director
- John McArter to Saatchi as Managing Director
- Mary Mills to Saatchi as Planning Director
- Karen Tait to Fishbowl Communications as Vice President
- Guy Bureau to Carlson Marketing Group as Vice President, Business Development (Montreal)
- Pia Nummi promoted to Vice President, Creative Director at Holmes and Lee Design
- Julie Mitchell promoted to Vice President, General Manager at Holmes and Lee Design
- Mike Wilson promoted to Vice President, Creative Director at Holmes and Lee Interactive
- Brian Steinhauer promoted to Vice President, General Manager at Holmes and Lee Interactive
- Rob Nadler promoted to Vice President, Group Account Director at Holmes and Lee Advertising
- Elliott Smith to Arnold Interactive as Creative Director
- David Adams to Publicis Toronto as Group Creative Director
- Jim Borwick to Publicis Toronto as Group Creative Director
- Allison Laux to Tattoo Direct & Digital as Client Service Partner
- Chris Tait promoted to Vice President, Creative Director at ICE Communications

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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

- Russ Klein to Burger King as Chief Marketing Officer
- Randy Weyersberg to Campbell Soup as Vice President, Marketing
- Christopher Bell promoted to Vice President, Strategy & Growth at Kraft Canada
- Richard Patina to Lombard Canada as Chairman and CEO
- Peter Kallos to Petro-Canada as Vice President, Corporate Planning and Communications
- Doug Morton to Siemens Canada as Senior Vice President, Siemens One Canada
- Andrew Hind to Siemens Canada as Vice President, Medical Solutions Division
- John Holland to Sara Lee Household & Body Care as General Manager
- Roger Sirard to Dairy Farmers as National Director of Marketing (Montreal)
- John R. Bell to Ouimet-Cordon Bleau Foods Inc. as Vice Chairman of the Board of Directors
- Bill Johnson promoted to Chairman, President & CEO at McDonald's Restaurants of Canada

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Nigel Howard to CIBC Commercial Mortgages as Vice President of CIBC Mortgages Inc., Commercial Mortgage Division
- Tom Woods promoted to Sr. Executive Vice President & CFO at CIBC
- Susan Cummings promoted to Vice President, HR CIBC Wealth Management
- Nancy Samuel to CIBC Retail Markets as Vice President, Customer Experience
- Jude Pinto promoted to Vice President, BCG/NaSCO, Integrated Business Operations at CIBC Retail Markets
- James Breen promoted to Vice President, Business Management, Technology Solutions at CIBC

- Brenda Bartlett to CIBC Wealth Management as Vice President, CM Investment Management
- Tom Gregoriades to CS CO-OP as Senior Vice President, Service Delivery and Operations
- Jason Patterson to Securcor Financial Group as Managing Partner
- Michael Beckerman promoted to Senior Vice President and CMO at BMO Financial Group
- Barbara Budarick promoted to Vice President, Brand Strategy at BMO Financial Group
- Sandy Bourne promoted to Vice President, Advertising at BMO Financial Group
- Gregory Rumble to Contrans Income Fund as President & CEO

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INTERNET SERVICES

Courtesy of Mandrake

Appointments

- Michael Bertouche to ICE Communications as President

PHARMACEUTICAL

Courtesy of Mandrake

Appointments

- Dr. Molly B. Schmid Affinium to Pharmaceuticals as Senior Vice President, Pre-Clinical Programs
- Dr. Raymond Hui to Affinium Pharmaceuticals as Vice President, Engineering and Process Improvement
- Dr. Joanne E. Harack to Affinium Pharmaceuticals as Vice President, Human Resources and Corporate Communications
- Dr. Andre de Villers to Celmed BioSciences, a subsidiary of Theratechnologies, as President and Chief Executive Officer
- Christian Kindundu to Bioagral as Executive Director
- Dr. Jurgen Engel to Aeterna as EVP of Research and Development as well as CEO of Aeterna
- Gilles Gagnon Aeterna Laboratories Inc. as President and CEO
- Kristine Peterson to Biovail as Senior Vice President, Commercial Operations
- Bernard Prigent to Pfizer Canada Inc. as Vice President & Medical Director
- Catherine Buisson to Pfizer Canada Inc. as Vice President, Marketing
- Daniel Couture to Pfizer Canada inc as Vice President, Business Technology
- Gordon Loh to Pfizer Canada Inc. as Vice President, Finance
- Guy Lallemand to Pfizer Canada Inc. as Vice President, Sales
- Jean-Michel Halfon to Pfizer Canada Inc. as President
- John Rudolph to Pfizer Canada Inc. as Vice President, Legal
- Luc St-Pierre to Pfizer Canada Inc. as Vice President, HR
- Sam Gourdji to Pfizer Canada Inc. as Vice President, Strategic Planning
- Theresa Firestone to Pfizer Canada Inc. as Vice President, Government & Public Affairs
- Jennifer Zelmer to The Canadian Institute for Health Information (CIHI) as Vice President, Research and Analysis
- Bruce Good to IMS Health Canada as Senior Vice President, Commercial
- Robert Davies to Merck Frosst as Vice President, Health Education Services
- Gregg Szabo to Merck Frosst as Executive Director, Corporate Affairs
- Rob Hamilton to Biogen Canada as President
- Robert Tweedy to CARE Canada as Chairman
- Ken Lawless promoted to President and CEO of the OLSC at Merck Frosst
- Dawn Graham promoted to Executive Director, Sales at Merck Frosst
- John Schafer Iatroquest as Chief Executive Officer
- Jan Kaminski to Ionalytics Corporation as President & CEO
- Jean Viallet, M.D. to Gemin X Biotechnologies Inc. as Vice President of Clinical Development
- Pierre Chretien to Pure Protein as President, Canadian Operations. Mr. Chretien will be responsible for all marketing and business development efforts, including customer liaison and custom vaccine assays, for Canada.
- Pauline Port to Canadian Blood Services as Vice-President and CFO
- Mark Kaufmann to Celmed BioSciences, a subsidiary of Theratechnologies as Vice President, Corporate Development (Montreal)

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RETAIL

Courtesy of Mandrake

Appointments

- Valerie Cooper to Canada Safeway Foundation as Executive Director
- David Ryzebol to Canada Safeway Limited as Vice President, Public Relations & Government Affairs
- Rob Sobey promoted to Senior Vice President, Merchandising and Marketing for Sobeys Atlantic.

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Christine Alford to IBM Global Services Canada as Canadian Leader and Partner
- Kenneth McMartin to Professional Engineers of Ontario as President
- Michael Cytrynbaum to Look Communications as CEO (Toronto & Montreal)
- Tracy D'Cruz to Sequentia Communications as Partner
- Daniel Tanenbaum to Portfolios.com as President
- Ronni Muskat to N5R.com as Vice President
- Michel Vincent to SAP Canada Inc. as Vice President, Channel Management
- Mark McCullough promoted to Vice President Marketing at Toshiba Canada
- Jeffrey Williams to Cesky Mobil as Vice President, Sales & Customer Service

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Joe Chesham to Rogers AT&T Wireless as President, Ontario Region

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