

InterViews Online

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A Point of View Industry Review

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- Retail
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- 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.*



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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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SEVEN HABITS OF HIGHLY SUCCESSFUL JOB SEEKERS

Patience and persistence are the name of the game in job seeking. This article from *Career Know-How* offers seven steps that can take your job search campaign from a seemingly never ending struggle to success.

Tips include:

- Search with purpose
- Always be prepared
- Develop a job search plan
- Bypass human resources
- Write follow-up letters
- Avoid toxic job seekers
- Be good to yourself.

To read more about how you can optimize your job search with these methods click on the link below to read the full article.

<http://www.careerknowhow.com/resumes/7habits.htm>

DEALING WITH A BAD BOSS: STRATEGIES FOR COPING

Many career professionals will unfortunately encounter bad bosses. However, this article from *Quintessential Careers* offers some strategies to cope with a problematic supervisor.

Suggestions include:

- Make sure you are doing everything right
- Compile a list of bad boss behaviours
- Keep a journal of incidents
- Find a mentor with the company
- Report your bad boss
- Don't sacrifice your health or self-esteem.

To learn more about how you can avoid letting a bad boss interfere with your career progress, click on the link below to read the full article.

http://www.quintcareers.com/bad_bosses.html

TIPS FOR BECOMING A TRUE LEADER

Real thoughtful business leadership doesn't just happen by accident. And knowing the difference between deliberate leadership success and that which is a matter of chance is crucial in one's career development. This article from *MSN.ca Business* explores several attributes that can help identify genuine leadership.

They include:

- Real leadership means leading yourself
- Don't be a monarch
- Be open to new ways of doing things
- Establish a genuine sense of commitment
- Finish the job
- Show genuine appreciation
- Know that leadership skills come from learning, too.

To read more about how you can adopt these attributes into your own career and leadership development, click on the link below to read the full article.

<http://www.bcentral.ca/articles/wuorio/209.asp>

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

- Alanna Barkley to CTV as Director, On-Air Promotions
- Brian Humes to Twentieth Century Fox Home Entertainment, Canada as General Manager
- Jeff Peeler to Frantic Films as Vice President, Executive Producer, Commercial Production division
- Ali Rahnema to Globe and Mail as Vice President, Strategy & Marketing
- Jackie Shipley to Today's Parent as Art Director
- Katherina Attard to Gee Jeffrey and Partners as Head of Broadcast Production
- Bill Baker to FCB Toronto as Vice President, Business Director
- Peter Bartrem to Zoom Media as Director of Sales
- Jackie Bateman to Toolbox Design as Client Services Director (Vancouver)
- Dave Bigioni to Venture Communications as Sr. Planner (Calgary)
- Debbie Blevins to BBDO as Vice President, Group Account Director
- Pete Breton to Taxi as Art Director
- Gayla Brock-Woodland to Manning Selvage & Lee as Managing Director of Advance Planning
- Ron Cannata to Advantex as Senior Vice President and CFO
- Esmé Carroll promoted to Chairman and Chief Executive Officer at Ambrose Carr Linton Carroll
- Marla Chow promoted to Vice President of Client Services at Spencer Francey Peters
- William Clark to Virtual Causeway as Executive Vice President, Sales & Business Development
- Dave Douglas to Taxi as Writer
- Terry Drummond to BBDO Canada as Senior Vice President, Creative Director
- Dr. Randall Emond to Ipsos as Chief Executive Officer of the Ipsos Forecasting, Modeling and Consulting

global division

- Sébastien Fauré to Bleu blanc rouge as President (Montreal)
- Susan Gillmeister promoted to Vice President, Business Development at FCB Toronto
- Darrell Hurst to FCB Toronto as Business Director
- Maureen Latocki to Hill & Knowlton as Vice President, Public Affairs, Health & Pharmaceuticals
- David Leonard promoted to President & CEO at Arnold Worldwide Canada
- Angèle Lévesque to FCB Direct as Group Account Director
- Andy Linardatos promoted to Associate Creative Director at Rethink (Vancouver)
- Doug Lowe to Cossette as Director of Broadcast Production
- Alan Madill to BBDO Canada as Sr. VP Creative Director
- Tom McLaren to Cossette Communications Group as General Manager, Optimum PR and Fusion Alliance

Marketing in Toronto

- Neil McOstrich to Ambrose Carr Linton Carroll as President, Chief Creative Officer
- Amorell Saunders N'daw to Veritas Communications as Vice President, Wellness PR division
- Sunil Sekhar promoted to Vice President, Business Development at FCB Toronto
- Declan Sinclair to Gee Jeffery & Partners as VP Business Development
- Gayle Stewart to Optimum PR as Vice President, Strategic Planning and Client Service
- Sandra Stoddart-Hansen promoted to Vice President and General Manager at Hill & Knowlton (British Columbia)
- Rob Tait to Redwood Custom Communications as Co-Creative Director
- Rob Tarry promoted to Associate Creative Director at Rethink (Vancouver)
- Dan Thompson promoted to President, MacLaren Momentum
- Marco Vincelli promoted to Client Services Director at Radius Advertising + Design (Montreal)
- Heather Vincent promoted to Associate Creative Director at Rethink (Vancouver)
- Bob Wilbur to Quarry Integrated Communications as Vice President
- Ann Sutton to Wunderman Canada as VP and Director of E-marketing

Stock activity

Courtesy of Mandrake

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

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CONSUMER GOODS

Courtesy of Mandrake

Appointments

- Bruce Ball to Danone Water Vice President, Human Resources
- John Campbell to Labatt Breweries as Director of Innovation
- Harvey Carroll to Labatt Breweries as Director, Import & Domestic Specialty brands including Keith's, Kokanee, Stella Artois and Beck's
- Donald Cayouette promoted to Executive Vice President, Operations at Kruger Inc.
- Michael Comeau promoted to Vice President, National Sales & Marketing at Swiss Herbal Remedies Ltd.
- Mario Lecaldare to Kruger Inc. as Executive Vice President, Chief Financial Officer
- André Legault promoted to President & CEO at Papier Masson Ltée.
- Éric Longval promoted to Vice-President, Retail Sales Canada at A. Lassonde Inc.
- Rob McCarthy to Labatt Breweries as Director, Budweiser family of brands
- Susan O'Brien to Campbell Soup as Director Marketing Innovation
- Bill Porter promoted to President at Kia Canada
- Bernard Routhier promoted to Executive Vice President, Chief Operating Officer at Kruger Inc.
- Steve Silverstone to Labatt Breweries as Director, Blue family of brands, including new and value products such as Extra Dry and Wildcat

Stock activity

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- James Adam to Return on Innovation Fund (ROI Fund) Inc. as Vice President, Investments
- Edward Boomer to Kimko Realty Corporation as Managing Director, Canadian Operations
- Robert Bradeen to Tricycle Asset Management as Executive Vice President, Relationship Manager
- Sandy Cardy to Mackenzie Financial Corporation as Vice President, Tax & Estate Advisory Services
- Andrée Charest promoted to Vice President, Sales, Group Savings and Retirement at Standard Life
- Catherine Crozier to RBC Financial Group as Director of Sponsorship Marketing
- Chris Hodgson promoted to Executive Vice President, Wealth Management at Scotiabank
- Merri Jones to AFG Private Investment Management as President & CEO
- John Lower to Munich Reinsurance Company of Canada as Vice President, Business Operations
- Terri Mitchell to ACE INA Insurance as Sr. VP, Accident & Health
- Gary Mooney to Fidelity National Financial Canada as President & CEO
- Robert Putman to Legacy Hotels Real Estate Investment Trust as VP, Chief Financial Officer
- Sean O'Sullivan to HSBC Bank of Canada as Chief Operating Officer
- Grant Rasmussen to USB Bank Canada as Managing Director and Chief Executive Officer
- Luc Vanneste promoted to Vice President and Chief Auditor for Scotiabank
- Mary Jo Walker to American Express Canada as Director, Sales and Service Strategy
- Drew Wallace to AIM Trimark Investments as Executive Vice President, Sales
- Richard Waugh promoted to Chief Executive Officer at Scotiabank

Stock activity

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INTERNET SERVICES

Courtesy of Mandrake

Appointments

- George Hamam promoted to Vice President, Finance at AOL Canada
- Alex Leslie promoted to Vice President, Technology at AOL Canada
- Vanda Provato promoted to Senior Director, Communications at AOL Canada

Stock activity

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PHARMACEUTICAL

Courtesy of Mandrake

Appointments

- Simon Goulet to PharmaGap Inc. as Chief Financial Officer (Ottawa)
- Paul King to Pacific Coast Information Systems Ltd. As Director, Life Sciences (Vancouver)
- Patrick McGrade promoted to Vice President, Legal Affairs and Corporate Secretary at GlaxoSmithKline Inc.
- Gregory McKee promoted to Vice President & CFO at Stressgen Biotechnologies Corp. (Vancouver)
- Neil Mellor promoted to Associate Director of Business Development at Solvay Pharma Inc.
- Jack Price to VSM MedTech Ltd. As CEO (Vancouver)

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RETAIL

Courtesy of Mandrake

Appointments

- Graeme Barrit promoted to President at Coast Hotels & Resorts
- Peter Beresford to McDonald's Canada as Executive Vice President in charge of Operations, Marketing, Purchasing and Business Planning at McDonald's in Japan.
- Thatcher Brown promoted to Executive Director of Brand Marketing at Fairmont Hotel & Resorts
- Mike Cordoba promoted to CEO at Boston Pizza International
- Barrett Fisher promoted to President at Tourism Whistler
- Laurie Laykish to McDonald's Restaurants of Canada as Vice President, Marketing
- Anna-Lisa Mantesso promoted to Regional Vice-President, Sales and Marketing at Hilton Canada
- Mark Pacinda promoted to President at Boston Pizza International
- Rajesh Subramaniam promoted to President at FedEx Express Canada
- Sean Taggart promoted to Executive Director of Marketing Services at Fairmont Hotel & Resorts

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Stephen James to JEA Ltd. as Senior Vice President
- William Kurtz promoted to VP Marketing at Xenos Group (software)
- Stuart Levinsky to Commerx Computer Systems Inc. as President & COO
- Mark Rausa to Expertech Network Installation Inc. as President & CEO
- Paul Riganelli to Exco Technologies Limited as Vice President, Finance & CFO
- Zoran Stakic to Shaw Communications Inc. as Vice President, Information Services

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Shawn Thomas to Telus as Vice President, Communications (Vancouver)

Stock activity

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