

InterViews Online

provided by 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.*



Mar. 2004

Mandrake is pleased to announce the appointment of six new Partners!

[Click here to learn more!](#)

Upcoming Telecom Summit Notification

Mandrake would like to remind you of the upcoming 2004 Canadian Telecom Summit, June 16-17, 2004. It is the third annual gathering of Canada's telecommunications leadership. The Summit has built a reputation for bringing together the people who are shaping Canada's telecommunications sector, from carriers, manufacturers, policy makers and regulators. There is a stellar lineup of keynote speakers for the 2004 Conference, with John Chambers of Cisco, Frank Dunn of Nortel, Michael Sabia of BCE, Darren Entwistle of TELUS, Bill Linton from Call-Net, and John McLennan of Allstream. The schedule, which details members of all of the panels, can be found at:

<http://www.gstconferences.com>. A discount is provided for early registrants.

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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NEGOTIATION AND ALL THAT JAZZ

Negotiation is an integral skill for any aspiring career professional. This article from *HBS Working Knowledge* presents several various forms negotiations can take.

These "six basic forms of interaction" include:

- Hagglng
- Fighting
- Working together
- Opening up
- Building a relationship
- Complex processing.

To read more about how these specific forms of negotiation can help you in your career advancement, click on the link below to read the full article.

<http://hbswk.hbs.edu/item.jhtml?id=3836&t=strategy>

FOLLOW UP ALL JOB LEADS: DON'T WAIT BY THE PHONE (OR COMPUTER)

Follow up, follow up, follow up! Those are the key words to remember for job hunters according to this article from *Quintessential Careers*. The article offers a multitude of guidelines on how to appropriately follow up with prospective employers, plus specific recommendations on how to follow up by phone and by e-mail.

To read about how follow up can make the difference in getting the job you want, click on the link below to read the full article.

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

EFFICIENT E-MAIL TIPS

With the overwhelming amount of e-mail that lands in Inboxes on a daily basis, learning how to deal with it has become an important career skill. This article from *Business Know-How* offers some useful strategies that can make e-mail the useful business communication tool it should be.

They include:

- Remember that much e-mail can be read once than deleted
- Create specific folders for projects
- Consider saving e-mail messages as text files
- Use detailed subject headers
- Use "NRN" for "no reply necessary"
- Customize your e-mail software to display all the information you need at once
- Keep your inbox small so it becomes an extension of your "To Do" list
- Print e-mails as the exception, not the rule
- Have a proper spam blocker
- Create templates for routine replies
- Know when to use the telephone.

To read more about how these strategies can contribute to productivity in your career, click on the link below to read the full article.

<http://www.businessknowhow.com/manage/emailtips.htm>

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

- Maxine Bailey promoted to Director, Public Affairs at the Toronto International Film Festival Group
- Denise Cooper promoted to Vice President, Business & Legal Affairs and General Counsel for CHUM Limited
- Grant Crosbie promoted to Vice President, Sales & Marketing at Now Magazine
- Anthony Holl to Toronto International Film Festival Group as Campaign Director, Individual Gifts
- Jessica Kamphorst promoted to Director of Sponsorship at the Toronto International Film Festival Group
- Julie Look to Standard Radio as Director of Research for Newstalk 1010, Mix 99.9 and 97.3 EZ Rock
- Brad Martin promoted to Chief Operations Officer at Random House of Canada
- Maureen Oxley promoted to Director Marketing and Customer Service at the Toronto International Film Festival Group

- Mike Piperni to CFCF-CTV as Director of News and Public Affairs (Montreal)
- Judy Tapp to Travel Shop Television as Vice President, Sales & Marketing
- Daryll Weisblott promoted to Media Director at Channel 500
- Craig Brownrigg to Young & Rubicam as Associate Creative Director
- Heather Cain promoted to Vice President at Axmith McIntyre Wicht
- Dora Chen to McLellan Group as Director, Canada/China Business Development
- Stephen Cherry promoted to Vice President of Business Intelligence at Carlson Marketing Group
- Dee Enright promoted to Vice President, Media Director at Cossette Media (Halifax)
- Mona Gauvreau to Hill & Knowlton Canada as Vice President of Public Affairs (Calgary)
- Helen Giontsis promoted to Vice President of the Rewards Travel Business at Carlson Marketing Group
- Scott Griffith promoted to Vice President at Axmith McIntyre Wicht
- Hy Haberman promoted to Chief Operating Officer at True North Communications
- Marylou Hilliard to McDonnell Haynes as Executive Vice President
- Craig Kirkham promoted to Partner at Loopmedia of Toronto
- Brad Luft to ACME Pictures as Vice President of Project and Business Development
- Scott McPherson promoted to Business Director at FCB Toronto
- Susan Miller promoted to Vice President of the Membership Marketing division at Carlson Marketing Group
- Marie Morneau promoted to Vice President at Hill & Knowlton Ducharme Perron (Quebec)
- Linda O'Connor to G. Ryan Design as Managing Director
- Simon Poitras promoted to Director at Hill & Knowlton Ducharme Perron (Quebec)
- Marylène Sassy Reeves promoted to Director at Hill & Knowlton Ducharme Perron (Quebec)
- Marc Seynave to OSL Martin as Executive Vice President, Advertising (Montreal)
- Kristin Sharr promoted to Vice President, General Manager at Cossette Atlantic
- Hayes Steinberg to Young & Rubicam as Associate Creative Director
- Martin Ulrich promoted to Vice President at Voodoo Arts (Montreal)
- Randy Woolgar to McLellan Group as Creative Director (Vancouver)

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!

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

- Tom Bene promoted to President at Pepsi-QTG Canada
- Pierre Clapgood promoted to Chief Executive Officer of Agropur (Montreal)
- Keith Gibbons promoted to President and Chief Financial Officer at McCormick Canada
- Mario Gosselin promoted to Chief Operating Officer at Scott Paper Limited
- Allen Green promoted to Vice President, Personnel & Operations at General Motors of Canada Limited
- Luc Jobin to Imperial Tobacco Canada as President & CEO
- Brian Rainey promoted to Vice President Sales & Marketing for the Canadian Consumer Products Division at McCormick Canada
- Rolf Richter to Con Agra as President
- Greg Shearson promoted to President at Tropicana Beverages North America
- Eric Sorensen to Sun-Rype Products as President, Chief Executive Officer and Director (BC)

Stock activity

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Brenda Buckingham promoted to President & CEO at Swiss Re Life & Health Canada
- Patricia Croft to Phillips, Hager & North Investment Management as Vice President & Chief Economist, Toronto Office
- Mary De Paoli promoted to Vice President, Group Retirement Services at Sun Life Financial
- John Doig promoted to Managing Director and Head, Scotia Private Client Group
- Kevin Dougherty promoted to Executive Vice President, Group Benefits and Retirement Services at Sun Life Financial
- Pierre Gignac promoted to Sr. Vice President, Short Term Financial Services at Export Development Canada (EDC)
- Sue Graham Parker promoted to Sr. Vice President, Retail & Small Business Banking, Ontario Region at Scotiabank
- Tim Hayward promoted to Executive Vice President and Chief Administrative Officer, International Banking at Scotiabank
- Timothy Ius promoted to Sr. Vice President, Casualty Division at Commonwealth Insurance Company
- Dieter Jentsch promoted to Executive Vice President, Commercial Banking at Scotiabank
- Stephen McDonald to Scotiabank as Executive Managing Director for Scotia Capital and US Country Head
- Robert McKim promoted to President & Chief Executive Officer at SEAMARK Asset Management
- Jim Orlando promoted to Managing Director at BCE Capital
- Jeffrey Peckitt to Danbury Group as Vice President Marketing
- Carmen Rossiter to Proviti Inc. as Managing Director, Toronto
- Scott Tomenson to Desjardins Securities as Vice President and Branch Manager

Stock activity

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INTERNET SERVICES

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Appointments

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Stock activity

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PHARMACEUTICAL

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Appointments

- Dr. Alan Davis to ALTANA Pharma as Vice President of Clinical and Scientific Affairs
- Jean-Pierre Robert to Biogenetis as President and Chief Executive Officer
- Carol Storms promoted to Director of Sales at Solvay Pharma

Stock activity

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RETAIL

Courtesy of Mandrake

Appointments

- Mary Ann Curran promoted to Chief Executive Officer at Jones Apparel Group
- Denise Hutton to Dairy Queen as Director of Marketing
- Daniel Langevin to Rogers Video as Vice President Marketing and Merchandising (BC)
- Dan Sorochan promoted to VP Refining & Supply at Petro Canada
- Andrew Stephens to Petro Canada as Vice President, Corporate Planning and Communications (Calgary)
- Helen Wesley to Petro Canada as Sr. Director, Corporate Communications (Calgary)

Stock activity

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Charlene Arje promoted to President and National Executive of Honeywell Canada
- Christene Best to Fincentric Corporation as Vice President of Customer Services and Quality
- Carol Burch promoted to Leader at SAP NetWeaver Global Initiative
- Cameron Dow promoted to Vice President Marketing at SAS (Canada)
- Alice Laberge to Fincentric Corporation as President & CEO
- Nick Lisi to SAS (Canada) as Vice President Sales
- Patricia Moser to Rogers Communications as Vice President, Chief Procurement Officer
- Jean Rickli to Rogers Video as Vice President, General Manager for Quebec and Atlantic Canada (Montreal)

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Peter Kibiuk promoted to General Manager, Nokia Networks Broadband Systems at Nokia Canada
- Mark Langton to Telus Communications as Director of Corporate Communications
- Joy Rychlik to Telus Partner Solutions as Vice President Marketing

Stock activity

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