

InterViews Online

provided by Mandrake



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A Point of View Industry Review

Communications
Consumer Goods
Financial Services
Internet Services
Media
Pharmaceutical
Retail
Technology
Telecom

Mandrake, one of Canada's foremost executive search firms, is pleased to provide you with our monthly online newsletter.



Feb. 2006

- Each issue focuses on human resource management strategies and issues facing today's modern organizations.
- Also included is an activity summary for 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.*

Sean Shannon to speak in March C-Leader Access, a Marketing Hall of Legends Legacy Initiative

The C-Leader Access speaker series invites you to get up close and personal with one of the greats in Canadian marketing. To find out more [click here](#).

Sean Shannon

Managing Director, Expedia Canada Corp.

Date: Tuesday, March 28th 2006

Time: 6:00pm to 8:00 pm

Sean Shannon joined Expedia Canada Corp. in March 2001 as the first ever Director of Marketing for Expedia.ca. He was promoted to Managing Director in April 2004, where he now leads and oversees all activities for Expedia.ca, as well as Hotels.ca. Sean brings over 20 years of business and marketing experience to the company. Prior to joining Expedia Canada Corp., Sean held several executive positions including Vice President, Marketing and Customer Relations for a B2B start-up (WorldPreferred.com).

For more information or to register for Sean Shannon, [click here](#).

Marketing Research Boot Camp

The Toronto Chapter of the American Marketing Association (AMA) is offering an intense and interactive 1½ day training program on the essential elements of marketing research in February 2006.

The program is geared to *users of marketing research* who would like to have a better understanding of the process, methods and benefits of marketing research.

Please [click here](#) to refer to the attached PDF or visit the web link at www.email01.com/AMA/marketingbootcamp.html for more information.

Mandrake's Life Sciences-Healthcare Practice

Mandrake's Partners are pleased to announce Brian Novak as Vice President, leader of the Life Sciences-Healthcare practice. Brian's focus will be the continued expansion of the Life Sciences-Healthcare practice during Mandrake's 35th Anniversary year.

With an in-depth understanding of the divisions and the skills needed to succeed within; Brian is committed to building partnerships with the industry, individual and organization.

Brian commented, "This is a wonderful opportunity to leverage my skills, passion and experience to further expand Mandrake's proven search success into the Life Sciences-Healthcare industry."

For more information, [click here](#).

Mandrake Strengthens Human Resource Practice

The Partners at Mandrake are pleased to announce that Bob Lank has joined the organization as Vice President and leader of the Human Resources practice. Bob will be further developing the focus and expansion of the Human Resource practice area at Mandrake where recent successful searches have included VP's of Human Resources, Compensation and Organizational Development.

Bob commented, "This is a wonderful opportunity to leverage my skills,

passion and experience to further expand Mandrake's proven search success into the critical functional area of Human Resources".

Mandrake is also a founding partner of First Human Capital Management (www.firsthcm.com), which delivers a range of HR and organizational effectiveness solutions (through partners who are expert in their fields) targeted to every stage of the Employment Life Cycle. In addition to leading the Human Resource search practice, Bob is also Managing Director of FirstHCM.

For more information, [click here](#).

Marketing Hall of Legends Gala

The Marketing Hall of Legends 2005 culminated with a Gala held on January 26th at The Granite Club in Toronto. The sold out event was attended by 500 Canadian marketing greats. The event was co-founded by the AMA and Mandrake.

The Marketing Hall of Legends was created to honor Canadians who have dedicated their lives to the pursuit of excellence in the field of marketing. It is meant to honor a body of work and a lifetime of achievements. MHOL is an initiative of the American Marketing Association, Toronto Chapter, and is presented by Mandrake.

Selection was based on those Canadians whose ideas and contributions to marketing and brand building have made a tremendous impact in the Canadian and/or global marketplace. The MHOL celebrates Canadian excellence in four separate categories of the marketing profession: Visionaries, Builders, Enablers and Mentors. To view the legends of 2005, go to www.marketinghalloflegends.ca.

For more information or the MHOL legacy programs, [click here](#).

"Is your job search producing the Results you want?"

If you aren't getting the results you want from your job search efforts, isn't it time you spoke to the experts? Through a strategic partnership with DestinyME™, a career management firm, we have a high-value service offering to:

- help you create your career plan
- align your career objectives with your values
- present yourself powerfully on paper
- deliver a more powerful interview
- assist you in negotiating the right compensation.

To take action contact:

Allison Quennell- quennell@destinyme.ca or call 416-972-6843 x.826
Deb McDermott- mcdermott@destinyme.ca or call 416-972-6843 x.823
Visit our website at www.destinyme.ca.

Mandrake joins the International Executive Search Federation (IESF)

In March 2005, Mandrake joined **IESF**, the world's largest group's of independently owned executive search, recruitment and human resource consultants. In fact, cumulative revenues would add up to the fourth largest firm globally. With offices in 46 business capitals across the world, they now operate in 38 countries. This venture provides Mandrake opportunities for cross border searches and access to the global offices for human capital search resources.

Mandrake is the exclusive Canadian member; IESF member offices can now be found in Argentina, Austria, Australia, Belgium, Brazil, Cambodia, Czech Republic, Chile, China, Colombia, Denmark, France, Germany, Hong Kong, Hungary, Italy, India, Japan, South Korea, Malaysia, Mexico, Netherlands, Norway, Poland, Russia, Singapore, Spain, Sri Lanka, Sweden, Switzerland, Slovakia, South Korea, Taiwan, Thailand, Vietnam, UK, Uruguay, and the USA.

Mandrake is now formally engaged in searches in Eastern Europe, The USA, and Singapore.

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 www.interviews-online.net.

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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
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RESOLVING THE DILEMMA OF WORK-LIFE BALANCE: DEVELOPING LIFE-MAPS

A proper work-life balance is something that most every working person strives to achieve. However, reliable techniques or processes for examining and resolving this issue have been scarce. This article from *Ivey Business Journal* outlines the "Life Map" tool, which, similar to a balanced scorecard or strategic map for an organization, allows individuals to achieve their personal objectives and balance the work-life equation.

To read more about how you can build and implement a Life Map to correct any work-life imbalances in your world, click on the link below to read the full article.

http://www.iveybusinessjournal.com/view_article.asp?intArticle_ID=593

MUZZLING THE MOTOR MOUTHS: SILENCING WORKPLACE WINDBAGS

Most everyone has had to interact with colleagues who talk non-stop and interfere with productivity and privacy. This article from *Business Know-How* offers twelve suggestions for how to appropriately deal with these "workplace windbags".

They include:

- Offer nonverbal cues
- When subtle cues won't work, explain why you can't have a conversation
- Try giving a time limit
- Make sure you meet with gabby people in their offices, not yours
- Schedule meetings just before lunch or closing time
- Enlist an assistant's help
- Ask them to put what they're saying in writing
- Have a stand-up meeting
- In group meetings, move on to the next agenda item or group member
- Ask for a conclusion
- Get up and walk toward the door
- Introduce them to someone else.

To learn more about how you can implement these tips to effectively deal with the chatterboxes in your workplace, click on the link below to read the full article.

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

TOP 10 ANNOYING HABITS AT WORK

A large part of career development is learning how to collaborate effectively with others. However, if you're not aware of them, certain annoying habits could be sabotaging building these positive relationships. This article from *Monster.ca's Career Centre* offers the top 10 annoying habits at work.

They include:

- You're unprepared
- You're not a team player
- You're not self-reliant
- You, ummm, smell
- You're loud on the phone
- You're unhealthy, yet still come to work
- You walk like an elephant
- Your cell phone is always on

- Your computer volume is blasting
- Your shake hands like a fish and avoid eye contact.

To learn more about how you can avoid these workplace annoyances, click on the link below to read the full article.

http://content.monster.ca/6567_en-CA_pf.asp

We welcome your feedback on these articles. Please e-mail us at enewsletter@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

- Kelly Ambrose to Advantex Marketing as President, Chief Operating Officer and Director
- James Conrad promoted to Managing Director at Millward Brown Canada
- Anita Dong to McDonnell Haynes Integrated Communications Partners as Vice President of Finance
- Mark Fitzgerald to FCB as Creative Director
- Mark Francolini to Downtown Partners as Art Director
- Gerry Francione promoted to President and CEO, North America
- Gwen Hardy promoted Director of Public Relations and Promotions at Grey Worldwide Northwest (Vancouver)
- Simon Hardy to TBWA\Vancouver as Co-Creative Director (Vancouver)
- Robert Hocking to 141 Worldwide /Canada as Vice President of Strategic Planning
- Chantal Joly to Saint-Jacques Vallée Young & Rubicam as Vice President, Creative Director (Montreal, QC)
- Paul McClimond promoted to Vice President, Creative Director at Sharpe Blackmore Euro RSCG
- Neil McPhedran to Capital C as Managing Director
- Tony Miller to ACLC as Senior Vice President and Creative Director
- Courtney Murgatroyd to 141 Worldwide/Canada as Director of Client Services
- Dean Ponto to TBWA\Vancouver as Co-Creative Director (Vancouver)
- Nelson Quintal to Downtown Partners as Copywriter
- Dan Strasser to DDB Canada as Art Director (Vancouver)
- Chris Taciuk to FCB Associate Creative Director
- Clifford Thompson to Extreme Group as Deputy Creative Director (Halifax)
- Todd Stanley to Lowe Roche as President
- Kate Williams to BIG Image as Vice President

Courtesy of Mandrake

Stock activity

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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

- Scott Ellis to Storck Confections as VP Marketing
- Judith Wheeler to DaimlerChrysler Canada as Vice President, Marketing

Stock activity

Courtesy of Mandrake

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FINANCIAL SERVICES

Courtesy of Mandrake

Appointments

- Patricia Bowles to The British Columbia Securities Commission as Director, Communications and Education
- Rachel Brandes promoted to Vice President, Finance and Chief Financial Officer at Visa Canada Association
- Jennifer Brown promoted to Senior Vice President, Pension Division at OMERS.
- John Clappison to Sun Life Financial as Director
- Robert Cronin promoted to Chief Executive Officer at Davis + Henderson Income Fund
- Brian Davis to National Bank Financial Group as Executive Vice President, Corporate Government and Governance
- Joanne De Laurentiis to Investment Funds Institute of Canada as President & CEO
- William Giles promoted to Vice President, Emerging Technology at MasterCard Canada
- Brian Lang to MasterCard Canada as Vice President, Corporate Payments Solutions
- Sanford McFarlane promoted to Executive Vice-Chairman at Davis + Henderson Income Fund
- Susan McGowan promoted to President at Edgcombe Property Management Inc.
- Alain Neemeh promoted to President and Chief Executive Officer at RGA Life Reinsurance Company of Canada
- Robert Patzelt promoted to Vice President, Risk Management & General Counsel at Scotia Investments Limited
- John Riviere to CIBC Mellon as Senior Vice President and Chief Financial Officer
- Bruce Seago to TradeFreedom Securities as President
- David Ward to Sprott Securities Inc. as Chairman and Managing Director, Mergers and Acquisitions
- Tim Wilson to Visa Canada Association as Senior Vice President, Strategy, Finance and Administration

Stock activity

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INTERNET SERVICES

Courtesy of Mandrake

Appointments

- Michael Gagnier to Novator as Vice President, eBusiness Solutions
- James Prudhomme to Sympatico.MSN.ca as Associate Director of Strategic Alliances

Stock activity

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MEDIA

Courtesy of Mandrake

Appointments

- Jane Bradley to Kontent Group as Vice President of Sales
- Michael Copeland to Canadian Football League as Chief Operating Officer
- Christine Desaulniers to Transcontinental Inc. as Vice President, Chief Legal Officer and Corporate Secretary
- Nancy Fowler to Nelvana as Senior Vice President, Worldwide Licensing
- Kristine Layfield to CBC as Executive Director of Network Programming
- Anne Liota promoted to Director, Marketing Solutions at Rogers Sportsnet
- Jim Marshall to TSN as Executive Producer, Events

- Katherine Pudy to House of Blues Concerts Canada as Director of Client Services for Corporate Partnerships
- Mike Rutigliano to CanWest, Lower Mainland Publishing as Vice President, Ad Sales
- Brent Scrimshaw promoted to Chief Marketing Officer at the Canadian Football League
- Chris Sisam promoted to General Manager of Corus Radio Toronto at Corus Entertainment
- Jamie Veilleux promoted to Chief Financial Officer at the Aboriginal Peoples Television Network

Stock activity

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PHARMACEUTICAL

Courtesy of Mandrake

Appointments

- Fred Grafe to Gennium Pharma Inc. as Vice President, Distribution and Logistics
- Graham Jobson to Solvay Pharma as President and CEO
- Kipton Lade to BIOTRONIK Canada as Managing Director
- Kimberly Marshall to Gennium Pharma Inc. as Chief Financial Officer
- Cliff Nordal to London Health Sciences Centre as President and CEO
- Cyrille Schroder to General Manager of Galderma Canada
- Ken Spears to Managing Director of Boston Scientific
- Christopher Wagner to MDS Nordion as Senior Vice President, Sales and Marketing
- Erik Yelle to Warnex Diagnostics as Vice President of Sales and Marketing (Laval, QC)

Stock activity

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RETAIL

Courtesy of Mandrake

Appointments

- Susan Palumbo to Holt Renfrew as Divisional Director Shoes

Stock activity

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TECHNOLOGY

Courtesy of Mandrake

Appointments

- Richard Campitelli promoted to Vice President, Sales and Services at SAP Canada Inc.
- Robert Desautels to D-Box Technologies as Vice President of Sales and Marketing (Longueuil, QC)
- Paul Hill to Clarity Systems Ltd. As Chief Operating Officer
- John Kalas to Atlantis Systems International as Chief Financial Officer
- Doug Michaelides to Mitel as Global Vice President of Marketing
- Denise Michalak to SAP Canada as Vice President, Human Resources
- David Miller to SAP Canada as Vice President, Enterprise Accounts
- Gilles Rousoo promoted to Regional Vice President of Mexico, Caribbean and Latin America at Mitel

- Darren Saumur to SAP Canada as Senior Vice President, Professional Services and Sales

Stock activity

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TELECOMMUNICATIONS

Courtesy of Mandrake

Appointments

- Pierre Blouin to Manitoba Telecom Services and MTS Allstream as Chief Executive Officer
- Paul Brosseau to Rogers Wireless as Director Business Advertising

Stock activity

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