



"The first method for estimating the intelligence of a ruler is to look at the men he has around him" — Niccolò Machiavelli

State of the Market: Board and Executive Movements for December 2015



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Blenheim Partners is an elite international Executive Search and Board Advisory firm. We specialise in top-level Executive Search, Non-Executive Director Search, and Board Performance Consulting.

Founded in 2012, our team has acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our clients come from all sectors and a broad range of geographies. They include over 70 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work is highly international with over 90% of our assignments global in scope.

Our philosophy is to develop deep and committed relationships with a small number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

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COMMERCIAL SERVICES

Ashley Services Group Ltd: Stewart Cummins has been appointed as Chief Operating Officer, effective 14 December 2015. It is intended that Ross Shrimpton, Chief Executive Officer and Managing Director will become a Non-Executive Director on 15 February 2016 and Mr Cummins will be appointed as Chief Executive Officer and Managing Director.

Australian Careers Network Ltd: Harry Kochhar has resigned as Chief Operating Officer.

InvoCare Ltd: Roger Penman has resigned as a Non-Executive Director, effective 15 December 2015.

SEEK Ltd: Moana Weir, Company Secretary has resigned from the Company, effective 21 December 2015. Lynne Jensen has been appointed as Company Secretary, effective 22 December 2015.

Slater & Gordon Ltd: James Millar has commenced as a Non-Executive Director.

Spotless Group Holdings Ltd: Julie Coates has been appointed as a Non-Executive Director, effective 1 January 2016. Geoff Hutchinson will retire from the Board, effective 31 December 2015. Nigel Chadwick has been appointed as Chief Financial Officer, effective 18 January 2016, following the resignation of Danny Agnoletto who will leave the Company 31 January 2016.

Vocation Ltd: Stewart Cummins, Doug Halley, Michelle Tredenick and Stephen Tucker have resigned as Directors and Emma Lawler has resigned as Secretary, effective 16 December 2015. Stewart Cummins resigns from his position as a Director and Secretary of the other companies within the Group. Emma Lawler also resigns as Secretary of the other companies within the Group.

ENERGY

AGL Energy Ltd: Marc England, Executive General Manager New Energy will be leaving the Company, effective 30 April 2016. Alistair Preston will lead the New Energy group on an interim basis until a permanent replacement is made. He will take over on 1 January 2016.

Carbon Energy Ltd: Su Su has been appointed as an Alternate Director to Huihai Zhuang.

Energy Resources of Australia Ltd: Simon Trott has been appointed as a Non-Executive Director, effective 6 December 2015 to replace Bruce Cox who will step down at the 2016 Annual General Meeting.

Genesis Energy Ltd: Marc England has been appointed as Chief Executive Officer, effective May 2016. Current Chief Executive, Albert Brantley will leave the Company upon Mr England's appointment.

Liquefied Natural Gas Ltd: Philip Moeller has been appointed as a Non-Executive Director, effective 7 December 2015.

Meridian Energy Ltd: Glen McLatchie, General Manager Information Communications and Technology will be leaving the Company, effective 31 March 2016.

Mighty River Power: James Munro, GM Customer will be leaving the Company in early 2016. Toni Laming, GM Strategy and Communications will leave the Company, effective 18 December 2015.

New Hope Corporation Ltd: Tom Millner has been appointed as a Non-Executive Director, effective 16 December 2015.

Oil Search Ltd: Fiona Harris will resign as a Non-Executive Director, effective immediately. Eileen Doyle has been appointed as a Non-Executive Director, effective 18 February 2016.

Santos Ltd: Kevin Gallagher's appointment as Managing Director and Chief Executive Officer is effective 1 February 2016.

FINANCIAL SERVICES

APN Property Group Ltd: Tony Young has been appointed as an independent Non-Executive Director.

Australia and New Zealand Banking Group Ltd: Graham Hodges has been appointed as Acting Chief Financial Officer, effective 1 January 2016. Jane Cox has been appointed as an additional Company Secretary on an interim basis from 21 December 2015 to 22 January 2016.

Colonial Holding Company Ltd: Diane Lumsden has been appointed as a Company Secretary, effective 16 December 2015. Bernadette Watts has resigned as a Company Secretary, effective 16 December 2015.

Equity Trustees Ltd: David Groves, Deputy Chairman has retired from the Board.

Hunter Hall Global Value Ltd: Paul Jensen has been appointed as Independent Chairman of the Board. Philip Marcus Clark AM, Chair and Non-Executive Director has resigned from the Board, effective 31 December 2015.

IMF Bentham Ltd: Jeremy Sambrook has been appointed as Company Secretary and General Counsel, effective January 2016. Julia Yetsenga will continue to act as Interim Chief Financial Officer.

National Australia Bank Ltd: Lorraine Murphy has been appointed as Group Executive People.

Perpetual Ltd: Anna O'Sullivan has resigned as an Alternate Director of The Trust Company Ltd. Rodney Garth Ellwood has been appointed as an Alternate Director of The Trust Company Ltd. David Kiddie has been appointed as Group Executive, Perpetual Investments, effective February 2016 to replace Michael Gordon.

Preferred Capital Ltd: Angela Clarke has resigned as Company Secretary, effective 16 December 2015. Diane Lumsden has been appointed as Company Secretary, effective 14 December 2015.

GAMING

Crown Resorts Ltd: James Packer has resigned as a Director, effective immediately.

INDUSTRIAL/MANUFACTURING

Bradken Ltd: Rupert Harrington has been appointed as an Independent Non-Executive Director, effective immediately.

Orica Ltd: Martin Parkinson has resigned from the Board, effective 31 December 2015.

INSURANCE

Insurance Australia Group Ltd: Julie Batch will be responsible for Customer Labs as Chief Customer Officer, Ben Bessell has been appointed as Chief Executive Australian Business Division, Andy Cornish will act as Chief Operating Officer until Mark Milliner joins IAG in mid-2016, David Harrington has been appointed as Group Executive, Office of the CEO, Nick Hawkins will have responsibility for the International Division (Asia and New Zealand) and the 'challenger' consumer segment. Jacki Johnson has been appointed as Group Executive, People, Performance & Reputation, effective 1 January 2016, Anthony Justice has been appointed as Chief Executive Australian Consumer Division, Claire Rawlins appointed as Group Executive, Digital & Technology and Craig Olsen has been appointed as Chief Executive New Zealand. Andy Cornish will leave IAG in mid-2016.

QBE Insurance Group Ltd: John Graf, Non-Executive Director has retired, effective 31 December 2015.

MEDIA

Ten Network Holdings Ltd: Dave Boorman has been appointed as an additional Secretary, effective 17 December 2015, to act in the absence of Stephen Partington, current Secretary. Richard Freudenstein has been appointed as a Non-Executive Director, effective 17 December. Christine Holgate, Jack Cowin and Dean Hawkins have retired from the Board, effective 16 December 2015.

MINING

Arrium Ltd: Mark Edler has been appointed as Company Secretary to replace Louise Hicks, effective 18 December 2015. Colin Galbraith, AM has resigned as Director of the company, effective 22 December 2015. Steve Harmer, Chief Executive Steel will be leaving the company, effective 11 January 2016.

Beadell Resources Ltd: Timo Jauristo has been appointed as a Non-Executive Director.

Calibre Group Ltd: Anne McIntyre, Brian MacDonald and Graham Smith have been appointed as Non-Executive Directors, effective 4 January 2016. Michel Masson has resigned as Managing Director of the Transport Infrastructure business. He has been appointed as Chief Executive Officer of Infrastructure Victoria, effective in January 2016.

Cardno Ltd: Susan Reisbord was appointed as General Manager – Strategic Business Development in late September. Mark Swatek has been appointed as General Manager – Americas, effective 1 December 2015.

CuDECO Ltd: Mark Roberts has been appointed as General Manager of Rocklands.

Emeco Holdings Ltd: Alec Brennan will step down as Chairman, effective 1 January 2016. Peter Richards, Non-Executive Director has been appointed as Chair.

Golden Cross Resources Ltd: Mark Sykes has been appointed as Chairman, effective 22 December 2015. Jingmin Qian, interim Chairman will retire from the Board of Directors, effective at the Annual General Meeting.

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Iluka Resources Ltd: Wayne Osborn has retired as a Director of the Company, effective from the Annual General Meeting in May 2016. Xiaoling Liu has been appointed as an Independent Non-Executive Director, effective 19 February 2016.

Kingsgate Consolidated Ltd: Ross Coyle has been appointed as Company Secretary, following the resignation of Paul Mason.

Medusa Mining Ltd: Robert Weinberg has resigned as a Non-Executive Director.

Mirabela Nickel Ltd: Linda Tompkins has resigned as Company Secretary, effective 10 December 2015.

Sandfire Resources NL: Maree Arnason has been appointed as an independent Non-Executive Director.

Sovereign Gold Company Ltd: Patrick Michael Glovac has been appointed to the Board of Directors. John Dawkins, Chairman and Michael Leu, Director are retiring from the Board.

Sphere Minerals Ltd: Jyothish George has been appointed as Managing Director and Lionel Mages as a Director. Both appointments are effective immediately.

PHARMACEUTICALS/HEALTH CARE

Capitol Health Ltd: Jennifer Currie, Legal Counsel has been appointed as Joint Company Secretary. Nicole Sheffield has been appointed as a Non-Executive Director of the Company.

Healthscope: Paul O’Sullivan has been appointed as a Non-Executive Director, effective 1 January 2016. Simon Moore and Aik Meng Eng will retire as Non-Executive Directors, effective 31 December 2015.

Imugene Ltd: Otto Buttula has resigned as a Non-Executive Director, effective 15 January 2016.

Japara Healthcare Ltd: Bruce Paterson has been appointed as lead Company Secretary, effective immediately.

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Novogen Ltd: James Garner has been appointed as Chief Executive Officer, effective 1 February 2016. Iain Ross will step down as Acting Chief Executive Officer.

Sigma Pharmaceuticals Ltd: Kate Spargo has been appointed as an Independent Non-Executive Director, effective 9 December 2015. Linda Nicholls AO will retire from the Board, effective 9 December.

PROPERTY

BWP Trust: John Austin has retired as a Director of BWP Management Ltd, effective 2 December 2015. Erich Fraunschiel will succeed John Austin as Chairman.

Cromwell Property Group: Geoffrey Cannings ceases to be an Alternate Director to Marc Wainer and Andrew Konig.

Hotel Property Investments: Jenny Romeo has been appointed as Company Secretary. Philip Thomas has retired as Company Secretary.

Ingenia Communities Group: Robert Morrison has been appointed as Deputy Chairman.

RETAIL/CONSUMER

Automotive Holdings Group Ltd: Jane McKellar has been appointed to the Board of Directors.

Coca-Cola Amatil Ltd: Katie Newton-John, Corporate Counsel and Deputy Company Secretary, has been appointed as an additional Company Secretary, effective 1 January 2016. George Foster will continue his role as Group General Counsel and Company Secretary.

Corporate Travel Management Ltd: Laura Ruffles, Chief Executive Officer Australia/NZ and Global Chief Operating Officer has been appointed as an Executive Director, following the retirement of Claire Gray, Executive Director of Global Development from the Board.

Oroton Group Ltd: Simone Taylor has resigned as Co-Company Secretary. Vanessa De Bono will now be the sole Company Secretary.

Retail Food Group Ltd: Russell Shields has been appointed as an Independent Non-Executive Director.

TECHNOLOGY/TELECOMMUNICATIONS

Aconex: Ltd: James Cook has resigned as Company Secretary and General Counsel.

DWS Ltd: Stuart Whipp has been appointed as Chief Financial Officer and Company Secretary, effective 11 January 2016, following the resignation of James Hatherley who will leave the Company 8 February 2016.

eServGlobal: Stephen Blundell, Non-Executive Director is stepping down from the Board.

GBST Holdings Ltd: Robert De Dominicis has been appointed as Managing Director and Chief Executive Officer, effective immediately. John Puttick will retire from the Board. Allan Brackin has been appointed as Chairman.

Spark New Zealand Ltd: Charlotte Swan is no longer Acting Company Secretary. Silvana Roest has returned to the position of Company Secretary.

Telstra Corporation Ltd: Karsten Wildberger, Group Executive Retail has resigned from the Company.

TRANSPORT/LOGISTICS

Air New Zealand Ltd: Avi Golan has been appointed as Chief Digital Officer, effective in 2016. Lorraine Murphy, Chief People Officer is leaving the Company in March 2016.

Aurizon Holdings Ltd: Michael Carter has been appointed as Acting Head of Operations due to the impending departure of Mike Franczak in March. Michael Carter will be appointed to the role of Acting Executive Vice President Operations, effective 1 January 2016. David Welch will act in the role of Executive Vice President Strategy and Business Development during this period.

Brambles Ltd: George Zoghbi has been appointed as a Non-Executive Director, effective 1 January 2016.

Sydney Airport: Rupert Smoker has resigned as Co-Company Secretary and Alternate Director for Chris Green of The Trust Company (Sydney Airport) Ltd. Andrew Cannane has been appointed as Alternate Director for Chris Green of The Trust Company (Sydney Airport) Ltd. Sylvie Dimarco and Glenda Charles have been appointed as Co-Company Secretaries of The Trust Company (Sydney Airport) Ltd.

Transurban Ltd: Peter Scott has been appointed as a Non-Executive Director, effective on or around 1 April 2016.

Virgin Australia Holdings Ltd: Goh Choon Phong has resigned as a Non-Executive Director of the Company, effective 1 January 2016. Tan Meng Hung Marvin has been appointed as a Non-Executive Director, effective 1 January 2016. Tan Pee Teck has been appointed as Marvin Tan's Alternate Director.



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Executive Search & Board Advisory

For further information on the current Executive and Board market or to better understand Blenheim Partners Executive Search & Board Advisory practices, please contact a Partner below.

Gregory Robinson

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Mr. Robinson has been specialising in senior international executive appointments for over 18 years. Sector experience is broad and includes consumer retail, natural resources, infrastructure, industrial, manufacturing, telecommunications, technology, financial services, health and sport. He has acted as an adviser to many of Australia's leading corporations on board performance, capability and succession. Mr. Robinson has been involved in Board Advisory and C-Level appointments in three continents and was a Director of Australian Business in Europe whilst in London. Mr. Robinson holds a B.Comm with Merit and was awarded with the coveted Green Beret when in the Australian military. He is a member of Blenheim Partners' Board, CEO & CFO Practices.

Ian Smith

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Mr. Smith has over 26 years' experience working with global media, marketing and technology companies in Australia, the US, Europe and Asia and is heavily involved with Blenheim Partners' Board, CEO, TMT & Private Equity Practices. Prior to joining Blenheim Partners, he was Managing Partner of Heidrick & Struggles Australasia and member of the Board, CEO, Media, Entertainment, and Private Equity practices.

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Before his career in executive search, Mr. Smith was Chief Executive Officer of Yahoo!7, one of Australia's leading online portals and Chairman of Yahoo!Xtra, a joint venture with Telecom New Zealand.

He has also held Chief Executive Officer and senior executive roles in global media, marketing communications and advertising companies, including APAC regional Chief Executive Officer for Bates, and international president of Bates Worldwide based in New York. He was also a director of Cordiant PLC based in London. Mr. Smith was Chief Executive Officer of The Communications Group (TCG), Australia's largest marketing services holding company which included ownership of George Patterson Advertising, Zenith Media, Professional Public Relations and a dozen other marketing, technology, sponsorship, branded content and communications companies. In 2002, Ian led a private equity backed buyout of TCG which was subsequently sold to WPP in 2005. He has also served as a Trustee of the State Library of New South Wales and a Director of the Garvan Institute of Medical Research Foundation. Mr. Smith holds a Bachelor degree in Sociology and Psychology from La Trobe University in Melbourne.

Brett Wright

Partner, Search & Advisory

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Dr. Wright has advised many of Australia's premier organisations on board and executive structure, performance and assessment, competitor analysis and succession planning. He has an extensive background in human resource leadership, strategy and management. Prior to Executive Search he had a range of line management, academic and consulting roles which include nine years as the Group Executive Human Resources in St George Bank. At St George, Dr. Wright was a member of the Executive Committee reporting to the Chief Executive Officer and Managing Director. Dr. Wright was responsible for all aspects of the people strategy for over 9,000 employees. This included developing and implementing human resource programs aimed at providing the competitive advantage through people. He was a key driver behind many of the Group's initiatives including flexible working arrangements.

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More recently Dr. Wright was Executive Director People for Ashurst, reporting to the Managing Partner. He managed all aspects of the people strategy for the Australian and Asian offices of the firm. Dr. Wright has a PhD in Organisational Behaviour and has been the Adjunct Professor to the University of Western Australia. He also holds a B.E(Hons), M.EngSc and an MBA from the University of Sydney. He is a key member of the Board, CEO, HR, Practices. He also leads the Leadership Advisory and Re-Engagement Practices.

Alison Tovey

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Ms. Tovey leads both our Research and Gender Diversity Practices and is committed to enhancing the gender diversity of the Boards and the top executive management teams of our clients recognising the need to optimise overall Board and organisation effectiveness. Ms. Tovey is highly experienced at handling critical appointments and ensures our rigour and thoroughness of our research methodology highlights lateral and innovative suggestions.

Ms. Tovey commenced work in the executive search industry in 2000 with Korn/Ferry International in Sydney and later moved to London where she was involved in searches in financial and professional services covering the European, North American and Asian markets. Before commencing in search Ms. Tovey worked in Business and Private Banking at ANZ Bank. Prior to this Ms. Tovey was employed by the Foreign Investment Review Branch of the Federal Treasury. Ms. Tovey holds a B.Ec, B.Comm and is a CPA.

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