



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

## State of the Market: Board and Executive Movements for January 2016

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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

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**Coffey International Ltd:** All Directors of the Coffey International Ltd Board have resigned, effective 18 January 2016. John Douglas, Managing Director and Chief Executive Officer has also resigned, effective immediately. The Board of Directors now comprises of Dan Batrack, Ron Chu and Lachlan Walker. Ron Chu has been appointed as Chief Executive Officer. Ranjan Rajagopal has been appointed as an additional Company Secretary, effective 15 January 2016.

**Slater & Gordon Ltd:** Moana Weir has commenced her role as Group General Counsel and Company Secretary, effective 29 January 2016. Kirsten Morrison and Wayne Brown will step down from their positions as Joint Company Secretary. Wayne Brown resigned from the position of Group Chief Financial Officer and Bryce Houghton has been appointed to the position.

## ENERGY

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**AGL Energy Ltd:** Jacqueline Hey has been appointed as a Non-Executive Director, effective 21 March 2016. Sandra McPhee will retire from the Board, effective 30 June 2016.

**Beach Energy Ltd:** Matthew Kay has been appointed as Chief Executive Officer, effective 17 July 2016 to take over from Acting Chief Executive Officer, Neil Gibbins.

**Explaurum Ltd:** Stephen Stroud has been appointed as a Non-Executive Director.

**Meridian Energy Ltd:** Ben Burge, Chief Executive Officer of Meridian Energy Australia has tendered his resignation.

**Tap Oil Ltd:** Tom Soulsby has been appointed to the Board with Chris Newton as his Alternate, effective 1 January 2016.

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### FINANCIAL SERVICES

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**AMCIL Ltd:** Peter Barnett has retired as a Director of the Company, effective immediately.

**Australia and New Zealand Banking Group Ltd:** Andrew Geczy will step down as CEO International and Institutional Banking, effective at the end of January. Mark Whelan has been appointed as Group Executive Institutional, Farhan Faruqui as Group Executive International, Fred Ohlsson Group Executive Australia, David Hisco Group Executive and Chief Executive Officer New Zealand and Joyce Phillips has been appointed as Group Executive Wealth Marketing and Innovation. Gilles Plante, Deputy Chief Executive Officer Institutional and International Banking and Managing Director Business Portfolio Management will be leaving the company. All changes are effective 1 February 2016.

**Bank of Queensland Ltd:** John Lorimer has been appointed as a Non-Executive Director, effective immediately.

**Centuria Capital Ltd:** Christopher Johnston has been appointed as Interim Chief Financial Officer, effective immediately.

**Commonwealth Bank of Australia:** Alden Toevs, Group Chief Risk Officer will retire from the role at the end of the 2016 financial year. David Cohen, Group General Counsel and Group Executive Group Corporate Affairs has been appointed as Group Chief Risk Officer.

**Equity Trustees Ltd:** Carmen Lunderstedt has been appointed as Company Secretary, effective 29 January 2016. Geoff Walsh, Chief Risk Officer has been appointed as Joint Company Secretary.

**Hunter Hall International Ltd:** David Deverall is resigning as Chief Executive Officer and Managing Director, effective 5 February 2016. Peter Hall will act as interim Chief Executive Officer from 5 February 2016.

### GAMING

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**Ainsworth Game Technology Ltd:** Heather Scheibenstock has been appointed as an independent Non-Executive Director, effective 18 January 2016.

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## INDUSTRIAL/MANUFACTURING

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**Amcor Ltd:** Roelof Westerbeek has been appointed as President Amcor Flexibles Asia Pacific, effective 15 March 2016. Ralf Wunderlich, President Amcor Flexibles Asia Pacific has decided to leave the company.

**Austal Ltd:** Andrew Bellamy, Managing Director and Chief Executive Officer has tendered his resignation from the Company. He will remain at the Company until the end of April 2016. David Singleton has been appointed as CEO-designate, effective from the beginning of February and will assume the role on 4 April 2016.

**Bisalloy Steel Group Ltd:** Darren Collins has been appointed as Company Secretary, effective 12 January 2016. Robert Terpening has retired from the Board. Greg Albert has been appointed to the Board.

**Bradken Ltd:** Brian Hodges is no longer Chief Executive Officer and Managing Director, effective as of 31 December 2015. Phil Arnall has been appointed as Acting Chief Executive Officer and Managing Director until a replacement is found.

## INSURANCE

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**Australian Unity Ltd:** Paul Kirk has been appointed to the Board, effective 1 February 2016.

**Cover-More Group Ltd:** Andrew Byrne has been appointed as Group Chief Operating Officer to replace John Murphy who will remain in his role until 1 March 2016.

## MEDIA

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**Nine Entertainment Co. Holdings Ltd:** Simon Kelly, Chief Operating Officer and Chief Financial Officer will be leaving the business, effective 31 May 2016.

## MINING

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**Boart Longyear Ltd:** Paul Blewett has tendered his resignation as Company Secretary. Philip Mackey has been appointed as Company Secretary.

**Cardno Ltd:** Peter Barker has been appointed as Chief Financial Officer, effective 1 March 2016. Steven Sherman and Jeffrey Forbes have been appointed as independent Non-Executive Directors. John Marlay, Chairman and Tony Barnes and Tonianne Dwyer, Non-Executive Directors have stepped down from their positions. Nathaniel Thomson has resigned as a Director. Michael Alscher has been appointed as Chairman. Changes are effective 27 January 2016.

**CIMIC Group Ltd:** John Easy will be leaving his position as Group General Counsel and Company Secretary. Louise Griffiths has been appointed as Company Secretary.

**CuDECO Ltd:** David Taylor has resigned as Chairman and as a Director, effective immediately. Noel White has been appointed as Independent Non-Executive Director and Chairman.

**Nufarm Ltd:** Brett Sutherland has resigned as a Director of Nufarm Finance (NZ) Ltd, effective 28 January 2016. Phillip Hull has been appointed as a Director of Nufarm Finance (NZ) Ltd, effective 28 January 2016.

**Regis Resources Ltd:** Jens Balkau, General Manager – Exploration has retired. Peter Woodman has been appointed as Chief Geological Officer, effective 25 January 2016.

### PHARMACEUTICALS/HEALTH CARE

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**Imugene Ltd:** Anton Uvarov has been appointed as a Non-Executive Director. Stuart Roberts has been appointed as Head of Corporate Development, effective immediately.

**Sigma Pharmaceuticals Ltd:** Sam Lawson has been appointed as Company Secretary and General Counsel, effective 1 February 2016.

### PROPERTY

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**Charter Hall Group:** David Deverall will retire as a Non-Executive Director of the Group's Board, effective 26 February 2016.

**Devine Ltd:** Andrew Cooper has been appointed as Chief Executive Officer, effective immediately. Craig Bellamy, Acting Chief Executive Officer will return to his previous position of Chief Financial Officer. David Robinson has been appointed as Non-Executive Chairman. Peter Dransfield will cease to be Non-Executive Independent Chairman though will remain as an Independent Director. George Sassine has been appointed as a Director. Judith Downes, Jeff Cummings and Mark Gray have resigned from the Board.

**Investa Office Fund:** Jonathan Callaghan has resigned as a Director and Company Secretary of Investa Listed Funds Management Ltd, effective 28 January 2016.

**Simonds Group Ltd:** Paul McMahon, Chief Executive Officer and Managing Director left the company on 22 January 2016. Robert Stubbs, Chief Financial Officer and Company Secretary has been appointed as Acting Chief Executive.

### RETAIL/CONSUMER

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**3P Learning Ltd:** Tim Power, Managing Director and Chief Executive Officer will be stepping down from his role. Jonathan Kenny, current Chief Financial Officer and Company Secretary has been appointed as Interim Chief Executive Officer.

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**Automotive Holdings Group Ltd:** Andrew Le Lievre has been appointed as General Manager of Scott's Refrigerated Freightways.

**Coca-Cola Amatil Ltd:** Betty Ivanoff has been appointed as Group General Counsel, effective in April 2016 to replace George Forster who will remain at the company until July 2016.

**Dick Smith Holdings Ltd:** Nick Abboud, Chief Executive Officer has tendered his resignation, effective immediately. Don Grover has been appointed as Interim Chief Executive Officer.

**Fantastic Holdings Ltd:** George Saoud has tendered his resignation as Chief Financial Officer and Company Secretary. Stephen Heath has tendered his resignation as Managing Director and Chief Executive Officer.

**G8 Education Ltd:** David Foster has been appointed as a Non-Executive Director, effective 1 February 2016.

**Godfreys Group Ltd:** Kathy Cocovski has been appointed as Chief Executive Officer to replace Tom Krulis, effective 27 January 2016. Tom Krulis will continue as an Executive Director of Godfreys.

**GrainCorp Ltd:** Betty Ivanoff has resigned as Group General Counsel, effective from mid-April 2016.

**Metcash Ltd:** Greg Watson has resigned as Group General Counsel and Company Secretary, effective 31 January 2016. Brad Soller will act as Company Secretary.

**Navitas Ltd:** Matthew Rumpus has been appointed as an Assistant Company Secretary, in addition to his existing role as Senior Legal Counsel. Taylia Rocci has resigned as Assistant Company Secretary.

**Premier Investments Ltd:** Nicole Peck has been appointed as Chief Financial Officer of The Just Group, effective immediately following the resignation of Ashley Gardner. John Bryce has been appointed as Deputy Chief Financial Officer of The Just Group.



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**Ruralco Holdings Ltd:** Angie Somann-Crawford, General Counsel & Company Secretary will step down from her role, effective 19 February 2016. Ilona Alsters has been appointed as General Counsel & Company Secretary and will commence with the company on 15 February 2016, with her appointment as Company Secretary effective 19 February 2016.

**Select Harvests Ltd:** Nicki Anderson has been appointed to the Board as a Non-Executive Director.

**Super Retail Group Ltd:** Paul Hayes has been appointed as Chief Information Officer.

### TECHNOLOGY/TELECOMMUNICATIONS

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**GBST Holdings Ltd:** Andrew Ritter has resigned as Chief Financial Officer and Company Secretary. Patrick Salis, Chief Operating Officer will take on the CFO responsibilities and Sean Norman will continue as Company Secretary.

**Gentrack Group Ltd:** Ian Black has commenced as Chief Executive Officer. James Docking has begun his role as a Non-Executive Director.

**Infomedia Ltd:** Daniel Wall has been appointed as Joint Company Secretary. Jonathan Rubinsztein has been appointed as Chief Executive Officer, effective 14 March 2016. He will join the Board as an Executive Director, effective March 14 2016.

**Macquarie Telecom Group Ltd:** Stuart Pauly has been appointed as Chief Financial Officer, effective 1 February 2016.

### TRANSPORT/LOGISTICS

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**Aurizon Holdings Ltd:** Michael Fraser has been appointed as a Non-Executive Director, effective 15 February 2016. John Atkin and Gene Tilbrook will be resigning from the Board, effective 12 February 2016.



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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**

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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.