



"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 July 2015



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We were founded in 2012 by leading figures in Executive Search and Consultancy. Members of the team have advised in Leadership and Succession Planning to over 45 of the ASX 100, 9 FTSE 100, Multinational, Private Family and Mutually Owned Companies.

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 executive teams.

- We only partner with one to two companies per sector to ensure our clients receive sector expertise and have access to the very best candidates.
- We do not have “Conflicts of Interest” or “Off Limits” restrictions as a result of our partnering model.
- We operate as one firm. We staff each assignment with the best people.
- We support our client’s long term planning capability with Strategic Succession Planning.
- We provide global reach. Over 90% of our searches are international.
- We provide an end to end search process, including Assessment and a 90 day On Boarding Programme.
- We provide a fixed fee of which the final 25% is only payable if our client assesses that expectations have been exceeded.
- We have “no limitations” in the pursuit of excellence.

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ENERGY

Central Petroleum Ltd: Andy Whittle has stepped down as Chairman but will remain on the Board until the AGM. Robert Hubbard has been appointed as Chairman.

Drillsearch Energy Ltd: Brad Lingo, Chief Executive Officer, has left the company. Chief Operating Officer Walter Simpson has been appointed as Acting Chief Executive Officer. A global search is underway to find a replacement or successor for Mr Lingo's role.

DUET Group: Tony Narvaez has been appointed as Chief Executive Officer of United Energy and Multinet Gas, effective 19th October 2015.

Rawson Resources Ltd: Simon Bird advised he will be stepping down as Chairman. Allister Richardson will assume the role of Chairman, on an interim basis until a new appointment is confirmed. Dr Scott Brownlaw has resigned from his position as Chief Executive Officer.

Senex Energy Ltd: Graham Yerbury has been appointed as Chief Financial Officer, effective late October 2015.

Transpacific Industries Group Ltd: Vik Bansal has been appointed the Group's Chief Executive Officer, effective 3rd August 2015.

FINANCIAL SERVICES

Adelaide and Bendigo Bank Ltd: Alexandra Gartmann has been appointed Managing Director, Rural Bank effective from late October 2015.

Bank of Queensland Ltd: Michelle Thomsen has been appointed General Counsel and Company Secretary, effective immediately.

Henderson Group Plc: Kalpana Desai has been appointed as Non-Executive Director.

Ozforex Group Ltd: Simon Griffin has resigned as Chief Commercial Officer.

SG Fleet Group Ltd: Sarah Edwards has been appointed as Company Secretary following the resignation of Kevin Wundram.

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The Trust Company Ltd: Gillian Larkins has resigned as Director, effective 31st July 2015. Glenn Foster has been appointed as a Director, effective 31st July 2015.

Thorn Group Ltd: Andrew Crowther has been appointed interim Company Secretary, effective immediately.

Treasury Group Ltd: Candice Driver has been appointed as Company Secretary.

Wilson HTM Investment Group: Chum Darvall has resigned as Non-Executive Director and Chairman of Audit, Compliance and Risk Committee, effective from 31st August 2015.

INDUSTRIAL/MANUFACTURING

Sims Metal Management Ltd: Alistair Field has been appointed as Managing Director of Australia and New Zealand Metals, effective 1st October 2015.

INSURANCE

Australian Unity Ltd: Glenn Barnes has announced his intention to retire as Director and Chairman of the Board, effective 31st March 2016. Peter Promnitz has been appointed as Deputy Chairman and Chairman-designate, effective immediately.

QBE Insurance Group Ltd: Colin Fagen has been appointed Group Chief Strategy Officer and Tim Plant has been promoted to Chief Executive for Australian and New Zealand Operations, effective 18th August 2015.

Tower Ltd: Richard Harding has been appointed as Chief Executive Officer, effective 17th August 2015.

MEDIA

Southern Cross Media Group Ltd: Brian Gallagher has been appointed as Chief Sales Officer, effective 15th July 2015.

Ten Network Holdings Ltd: Hamish McLennan has stepped down as Executive Chairman and Chief Executive Officer, effective 27th July 2015. David Gordon has been appointed Chairman, effective 27th July. Paul Anderson has been appointed Chief Executive Officer, effective 27th July 2015.

MINING

Ausdrill Ltd: Andrew Broad has been appointed as Chief Operating Officer – Australian Operations and is commencing mid-August 2015. Roy Coates has been appointed as Executive General Manager – Australian Mining Operations with effect from 6th July 2015.

Brockman Mining Ltd: Warren Talbot Beckwith has resigned as Non-Executive Director, effective 2nd July 2015.

Cardno Ltd: Graham Yerbury has resigned as Chief Financial Officer, effective 23rd October 2015.

CIMIC Group Ltd: Angel Muriel has been appointed as Chief Financial Officer, effective immediately.

CuDECO Ltd: Peter Hutchinson has been appointed as Interim Managing Director. David Taylor has been appointed as Interim Chairman. Wayne McCrae resigned from position of Chairman, Chief Executive Officer and as Director of the Company. Jiang Yongmin has been elected as a Non-Executive Director.

Decmil Group Ltd: Ric Buratto has been appointed as Senior Executive for Construction and Engineering Division.

Fletcher Building Ltd: Steve Vamos has been appointed as Non-Executive Director.

Imdex Ltd: Ivan Gustavino has been appointed as Non-Executive Director.

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Macmahon Holdings Ltd: Chris Brown has resigned from the position as a Company Secretary. Greg Gettingby will continue as a Company Secretary. Sybrandt van Dyk has been appointed as Chief Executive Officer, effective immediately.

MacPhersons Resources Ltd: Morrie Goodz has resigned as Managing Director of the Company. Brendan James has been appointed as Chief Executive Officer.

Nuplex Industries Ltd: John Bevan has been appointed as Independent Non-Executive Director, with effect from 1st September 2015.

Orica Ltd: Current Executive Director Finance Craig Elkington will be leaving the company, effective 30th September 2015. Nora Scheinkestel will retire from the Board as a Non-Executive Director, effective 1st December 2015. Martin Parkinson has been appointed as Non-Executive Director, effective 1st October 2015.

OZ Minerals Ltd: Bob Fulker has been appointed General Manager Prominent Hill. Robert Mancini has been appointed as Head of Legal and Company Secretary, effective early August.

Ramelius Resources Ltd: Mark Zeptner has been appointed as Managing Director.

South32 Ltd: Xolani Mikhwanazi has been appointed as Non-Executive Director, effective immediately.

Sovereign Gold Company Ltd: Bruce Dennis and Jacob Rebek have resigned from the Board.

Watpac Ltd: Greet Aelbrecht has been appointed as Alternate Director for Johan Beerlandt. Robert Lette has retired as Non-Executive Director.

PHARMACEUTICALS/HEALTH CARE

Acrux Ltd: Felicia Colagrande has been appointed as Product Development and Technical Affairs Director and Charles O’Sullivan as Portfolio Director.

Alchemia Ltd: Ken Poutakidis has been appointed as Interim Chairman and Nathan Drona has been appointed as Chairman of the Audit, Compliance and Risk Committee. Tim Hughes has retired as Chairman and Non-Executive Director.

Japara Healthcare Ltd: Chris Price has been appointed as a Company Secretary, effective immediately.

Fisher & Paykel Healthcare Corporation: Paul Andreassi has tendered his resignation as Vice President of Quality and Regulatory.

Primary Health Care Ltd: Malcolm Ashcroft has been appointed as Chief Financial Officer, effective 13th July 2015.

Tissue Therapies: Drummond McKenzie has resigned as Chief Financial Officer and Company Secretary, effective 12th August 2015.

PROPERTY

AMP Capital Investors Ltd: Adam Tindall has been appointed as Managing Director, effective October 2015.

Federation Centres Ltd: Richard Jamieson has been appointed as Chief Financial Officer, effective immediately.

GPT Group: Bob Johnston has been appointed as Chief Executive Officer, effective January 2016.

RETAIL/CONSUMER

Ardent Leisure Group: Melanie Willis has been appointed as an Independent Non-Executive Director, effective 17th July 2015.

Donaco International Ltd: Chong Kwong Yang has been appointed as Chief Financial Officer. Current Chief Financial Officer Richard Na Chun Wee will remain in the company as Deputy Chief Executive Officer.

McPherson's Ltd: David Allman has stepped down as Chairman, effective immediately. Graham Cubbin has been appointed as Chairman.

Metcash Ltd: Steven Cain has been appointed as Chief Executive Officer Supermarkets, effective 1st August 2015. Mark Hewlett has been appointed as Executive General Manager, New Channels effective 12th August 2015.

Woolworths Ltd: Rod Bordignon has resigned as Company Secretary. Kara Nicholls has been appointed as Company Secretary.

TECHNOLOGY/TELECOMMUNICATIONS

iProperty Group Ltd: Arthur Charlaftis has been appointed as Non-Executive Director, effective immediately. Nicholas Geddes has resigned as a Director, effective immediately.

TRANSPORT/LOGISTICS

Asciano Ltd: Murray Vitlich has been appointed to the role of Director Patrick.

Chalmers Ltd: John Wilson has retired from the board.



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