

SoftWhere Europe

October 2009



A European CEO Software Community

It is not easy being a CEO of a software business in Europe. Many discussions we have had over the years with CEOs have highlighted the fact that there is a lot to be gained from sharing ideas, best practices and experiences with other CEOs. Therefore, in 2009 we helped to establish the 'Software CEO Community', a private group of CEOs of European-based software companies.

This has been initiated in the UK and had its first meeting in February 2009 with 23 CEOs present. The second event will take place on 2nd November 2009 and has well over 30 CEOs already confirmed, from businesses ranging from early stage through to some of the largest UK-based quoted businesses. In 2010 we hope to make this an international forum. If CEOs would like to know more or to be included in this, please contact Adam Hale at ahale@russellreynolds.com.

Readers of *SoftWhere* should also note that the new version of the Truffle 100, the most authoritative ranking of the European Software industry, is due to be published by the end of October 2009. It will be available at www.truffle100.com, where the 2008 version is currently available.

SoftWhere Europe is a list of the major executive promotions in the software industry, compiled by Russell Reynolds Associates. The executive appointments listed are in some cases, but not in all, associated with Russell Reynolds Associates' searches. We have had a number of requests for *SoftWhere Europe* over the last few months and are pleased to distribute this version. We would be grateful for more feedback on the structure and content of the publication.

Actix Limited

- Andrew Szelke has joined Actix as Vice President of EMEA. He joins from Seven and previously held roles at Bridgeport, Openwave and Oracle.

Adobe

- Alan Banks, the former Head of the UK for HP Software and SAP, has joined Adobe as Head of Northern Europe.

Advanced Computer Software plc

- Barbara Firth joins as CFO at Advanced Computer Software, a provider of software and IT services to the primary care sector. She was previously CFO of Computer Software Group plc.

AlarmPoint Systems

- Adam Spearing joins AlarmPoint Systems, the provider of the leading Actionable Information Delivery platform, as Vice President of Sales, EMEA. He was formerly the Vice President of Northern Europe for Opware.

Allscripts

- Eileen McPartland joins Allscripts, the electronic health records provider, as COO. She joins from Misys, where she was Executive Vice President of Global Sales and Services.



Anite

- Nigel Clifford has joined as a Non-Executive Director. He is currently a Senior Vice President with Nokia's Strategy Group and was previously the CEO of Symbian.
- Paul Taylor joins the board as a Non-Executive Chairman. He is CFO of AVEVA Group plc.
- Anite announces that Richard Amos will join as Group Finance Director. Most recently he was with Agilisys, where he also served as Group Finance Director.

Artium Plc.

- Maarten Bisseling has been appointed acting CEO of Artium, a developer of mobile software for telecoms networks. He previously led ARTA deployment for KPN Mobile.

Astaro

- Claudia Seeger has been appointed Director of Marketing, EMEA of the German security solution specialist. She was recently Director of Global Marketing Communications and Head of Marketing EMEA at NTRglobal.

Autonomy Corporation

- Robert S Webb QC joins as Non-Executive Chairman. He is also a Non-Executive Director of the BBC and the London Stock Exchange.

Avanquest Software

- Christophe Allard joins Avanquest Software's board of directors. He was the former President of the Teleperformance Group.
- Ken Bender joins Avanquest Software's board as a Director. He has held a variety of software industry positions and continues to serve as Managing Director of Software Equity Group.
- Avanquest Software announced that Olivier Hua has joined the company's board. Presently, Olivier Hua is in charge of private equity for Oddo & Cie.
- Roger Tondeur joins Avanquest Software's board of directors. Tondeur, the founder of MCI, a global communications company, is also a member of several professional associations and a partner in a private equity firm.

Bloxx

- Bloxx, the enterprise web filtering specialist, announced the appointment of Martin Hallett as UK Enterprise Sales Manager. He joins Bloxx from West Coast Labs, where he held the position of Sales Manager.

BMC Software

- Martin Geier was appointed Country Manager of Germany for BMC Software. He previously worked for HP, having joined via the Mercury Interactive acquisition.

ClearSwift

- Jesper Frederiksen becomes Vice President, Worldwide Sales. He joins Clearswift from Google Enterprise, the IT Sales division within Google, where he was Head of Enterprise Sales EMEA.

CommuniGate Systems

- CommuniGate Systems, the leader in carrier-class Mobile Unified Communications, has appointed Scott Stonham as the company's new Vice President of Marketing. He will be based in London and have a special interest in the EMEA region. Prior to joining CommuniGate Systems, Stonham served as Vice President of Product Marketing at Miyowa, a provider of advertising-enabled mobile instant messaging.

CoreMedia

- Gerrit Kolb becomes CEO of CoreMedia, a provider of standard software for content management, digital rights management and multi-channel delivery. He joins from Sybase, where he was previously Vice President Sales Intelligent Enterprise North America.
- Rene Hermes joins the board as CMO. He was previously at Definiens.

Day Software

- Barry Bycoff has been appointed the new Chairman of Day Software's board of directors. He takes over the position from Day Software's previous Chairman Michael Moppert. Bycoff currently serves as Chairman at Aveksa and as Executive Chairman of Progress Software.

eg solutions plc

- Robert Maxfield is the new Head of Sales at eg solutions plc, a business software application vendor. He joined from Sopra Group, an IT services business, where he held senior sales positions.

Enea

- Håkan Rippe is the new Senior Vice President Corporate Development of Enea, the global software and services company. Previously he was a Business Development Executive at IBM's Rational Software unit.

Exalead

- Mike Hobson joins Exalead as Sales Director for the UK and Ireland. Hobson was formerly the UK Sales Director for Autonomy.

Fidessa Group plc

- Jean-Pierre Baron joins as Regional Managing Director, Asia Pacific area. He joins from GL Trade SA.

Heiler Software

- Thomas Sperrfechter has been appointed as Director of Professional Services and Consulting at Heiler Software, a provider of product communication software. He has previously held managerial posts at Atos Origin, Debis and T-Systems.

HP Software

- Andrew Ewing is the new Director, WW Field Operations Information Management Solutions, EMEA. He previously held senior positions with Open Text, Hummingbird, Novell, Sybase and Oracle Corp.

IBS

- Mark Williams, the former CFO of Atempo, has joined IBS, a provider of supply chain management software, as CFO.

Igefi

- Oded Weiss, a former Principal in McKinsey & Co.'s New York office has joined Igefi, the investment fund software provider, as CEO.

Informatica

- Karen Ancell joins Informatica, the data integration software company, as Vice President Marketing, EMEA. She was previously with Symantec in the same role.

Innovation Group plc

- Jane Hall becomes Finance Director of Innovation Group, having been acting in the role.

Intec Telecom Systems

- Reece Donovan has joined Intec Telecom Systems as their new Head of Professional Services. He was formerly the former Director of Systems Integration for UK-based outsourcer Xansa.

Intershop Communications

- Peter Mark Droste has been appointed to Intershop Communication's management board responsible for mergers and acquisitions, marketing, public relations, investor relations as well as finance, operations, legal and human resources.

Invu

- Invu, the provider of document management software, has announced that Mark Wells will join the board as a Non-Executive Director.

Iris Software and Services

- Dale Thomas joins Iris Software and Services as Managing Director in their Not-for-Profit and Business Solutions Group. Previously, he was Divisional President for Europe for Amdocs.

ISYS

- Nicky Doherty has been appointed as Vice President to lead ISYS' operations in Europe, the Middle East and Africa (EMEA). She joins the company from Tealeaf.

Kewill Systems

- Karen Bach has joined Kewill as CFO. Previously, she was the CFO of Advanced Computer Software.

Kofax

- Ralf Boeing was appointed Vice President Software and Solution Sales, Central EMEA. He joins from Software AG, where he was responsible for webMethods sales in Central and Eastern Europe.

Linedata Services

- French software company Linedata Services has appointed Philippe Verboogen as Managing Director for Southern Europe. He was previously Vice President of Field Services for EMEA at Business Objects France.

McAfee

- Marc Olesen has been appointed as Senior Vice President and General Manager of the new SaaS Security Business Unit. He was previously Vice President of the SaaS business at HP.

Maxima

- Graham Kingsmill, the former CEO of Netstore and UK Managing Director of SAP, has joined Maxima as CEO. Maxima is an IT business systems and managed services company.

Maxymiser

- Former CEO of Touch Clarity Tim Brown has been appointed CEO of Maxymiser, the online content optimisation specialist.

Micro Focus

- Mary Nugent has joined Micro Focus as Vice President of Solution Consulting in North America after 13 years at BMC Software, where she was the Vice President, Worldwide Software Consulting.
- Micro Focus announced that René Häberlin has been appointed to the role of Sales Manager, Switzerland. He joins from BMC.
- Laurent Charreyron has been appointed as Managing Director for Micro Focus, France. Previously Charreyron led WYSE Technology for Southern Europe.
- Petra Lauterbach has joined as Marketing Manager for Central Europe. Previously she worked for Hyperwave, where she also served as Marketing Manager.
- Micro Focus announced that Michael Steinmetz is now responsible for worldwide Maintenance Renewal and Tele-sales. He comes from NetIQ, where he was Vice President, Worldwide Services and Support/Maintenance.

Microsoft

- Nikolay Pryanishnikov has joined as President of Microsoft Russia. He most recently served as Executive Vice President International at VimpelCom, the leading integrated telecommunications provider in Russia.
- Dmytro Shymkiv succeeds Eric Franke as General Manager of Microsoft Ukraine and was previously Corporate Clients Director of Microsoft Ukraine since 2007.
- Mike Fischer has been appointed as CMO for Consumer and Online UK, a newly created division. Fischer was previously General Manager of Microsoft's Xbox marketing and, prior to that, Vice President of Marketing at Sega.
- Jeremy Dale joined as EMEA Regional Vice President of Retail Sales and Marketing in the Entertainment and Devices division. He was previously CMO for the mobile devices division of Motorola.

MicroStrategy

- MicroStrategy France has appointed Richard Frajnd as CEO. He previously worked for IT companies such as Auspex Systems, Sequent Computer and Quest Software.

Misys

- The former CEO of HBOS James Crosby is to replace Misys' current chairman Dominic Cadbury.

Morse plc

- Guy Millward has joined as Group Finance Director. He joins Morse from Kewill plc, where he was the Group Finance Director.

Netezza Corporation

- Netezza Corporation, a provider of data warehouse and analytic appliances, has appointed Alan Cornwell as Vice President of EMEA Operations. He joins from eCopy, a leader in document imaging software.

NetSuite Inc.

- Steve Sydes has been appointed as Managing Director of NetSuite (EMEA). He joins after more than 10 years with Acal plc in the UK, where he served as Managing Director and a member of the board.

nlyte Software

- Marina Stedman becomes Director of EMEA Marketing for nlyte Software (www.nlyte.com), a VC-backed company providing performance management software for data centres. She was previously a Senior Director at Avocent.

Open Text

- Open Text announced that Patrik Hug has been appointed Sales Director, Switzerland and Austria for Open Text, an enterprise content management provider.

Pironet

- Thomas Fell assumed the newly created position of Chief Sales Officer at Pironet NDH, the digital contents solutions provider. He was previously a Managing Director at IBM Germany.

Portrait Software

- Luke McKeever has joined Portrait Software, a provider of customer interaction software, as CEO. He joined from Capital ID, a developer of marketing operations software.
- David Newberry has been appointed CMO. He was previously Vice President of Commercial Operations at marketing operations management specialists Capital ID.

Progress Software

- Mathias Ritter is Progress Software's new Managing Director of Central and Northern Europe. He joins from Iona Technologies, where he ran the Central and Eastern European business.

Purple Labs

- Regis Adjamah has been appointed to the newly created role of Vice President Software Engineering. Adjamah joins the company from Motorola. Purple Labs merged with Esmertec AG in March 2009 creating Myriad Group AG, a mobile software vendor.

SAP

- Tim Noble becomes Managing Director UK/Ireland for SAP. He was previously Head of Global Sales for Gartner.
- COO Erwin Gunst has been named as Labour Relations Director for SAP, succeeding Claus Heinrich.
- SAP Hungary has appointed Balazs Ablonczy as Managing Director. Earlier, Ablonczy held the same position at IT solution provider Duna Elektronika Kft.
- Marinus ter Laak, Head of Mature Markets, becomes COO for SAP's Global Field Operations (GFO). He will be part of the Global SAP Executive Leadership team. He is succeeded by Rolf Schwirz, who will become Head of EMEA Mature Markets and who recently joined from Oracle.

Sicap

- Sicap, a wholly owned subsidiary of Swisscom, has announced the appointment of Jürgen Samuel as its new CEO. He has previously held senior management positions within Siemens IT Services, Oracle Deutschland and Sony Germany.

Smart Trade Technologies

- Neil James has been appointed as Vice President, Sales and Business Development UK, a newly created position for Smart Trade Technologies, a leader in liquidity management systems for the financial markets. He was previously with the International Capital Markets Association (ICMA).

SoftwareAG

- SoftwareAG's CMO Ivo Totev has been appointed to the executive board with responsibility for Professional Services Worldwide. Totev joined Software AG in 2005.

StatPro

- Stuart Clark has been appointed as a Non-Executive Director at StatPro Group plc (AIM:SOG), the AIM listed provider of portfolio analytics and financial data solutions for the global asset management industry. He was previously President and CEO of Interactive Data Corporation (NYSE:IDC).

StepStone

- Chris Marjara is now Group Marketing Director of StepStone. He reports to Jim Cassidy, StepStone's CMO.

SuccessFactors

- Peter Prestele has been appointed Vice President of EMEA Enterprise Sales at SuccessFactors, the global leader in on-demand performance and talent management solutions. He was most recently with Hewlett-Packard as Area Vice President of Software Group, Germany.

SurfRay

- Soren Pallesen, the new CEO of SurfRay, will head up the sales, marketing and development of a number of recognized Danish search engine tools such as MondoSearch and Ontolica. His previous experience includes time at Gartner, the analysis company, and also as director of the software companies Baan and E.piphany.
- Soren Steen Rasmussen joins as a Member of SurfRay's board. He has followed an international career at Microsoft and is currently a Vaekstfonden partner and a board member in a number of Danish growth companies.
- Flemming Philipsen joined SurfRay in March 2009 as Chairman. He is the Managing Director and owner of Kapa Consult Aps.

Synchronoss Technologies

- Anthony Manning has joined Synchronoss Technologies, the Nasdaq-listed transaction management software company, as Vice President Sales EMEA. He joins from Amdocs, where he was the UK Sales Director.

Torex Retail

- Mandy Gradden, the former Group Finance Director of Detica, has been appointed CFO.

Utimaco Software

- Marcel Beil has been appointed Country Manager, Switzerland for Utimaco, the encryption software provider and subsidiary of the Sophos Group. He joins from Insight Technology Solutions.

Vallstein

- Patrick Adams has joined Vallstein as Chief Commercial Officer. Patrick joined the WalletSizing® software business from Vendavo.

Verisae, Inc.

- Nick Martin joins as Vice President International for Verisae, Inc., an energy management software solutions company, running the UK, Europe and South Africa business. He was previously the Director of Retail Store Solutions for IBM.

Virzt

- Ofra Brown has been appointed as CFO of Virzt, the software and services provider.
- Martin Burkhalter, previously Chief Commercial Officer of the company, has been appointed COO.

WeSupply

- Keith Deane, the former Senior Vice President of Infor Global Solutions, has become CEO of WeSupply, the supply chain solutions software business.

Workday

- Mark Phillips has joined as UK Regional Sales Manager from Amdocs, where he was the Regional Sales Director EMEA, BSS Division. Workday is an ERP solution provider.

Zebra Enterprise Solutions

- Stephen Logue becomes Regional Vice President, Sales EMEA for Zebra Enterprise Solutions, having previously been Vice President, New Business Sales EMEA for GXS.

ZOO Digital Group plc

- Gordon Doran has been appointed to the board as the Group's Commercial Director. He was formerly President of the Group's North American division. Zoo Digital Group is a creative media production and technology company.

About Russell Reynolds Associates

Leadership. In today's ever-changing global business environment, success is driven by the talent, vision and leadership capabilities of senior executives.

Russell Reynolds Associates is a leading global executive search and assessment firm with more than 300 consultants based in 39 offices worldwide. Our consultants work closely with public and private organizations to identify, assess and recruit senior executives and board members to drive long-term growth and success. We value teamwork, serving our clients with a collaborative approach that spans our international network of sector and functional experts.

Our in-depth knowledge of major industries and our clients' specific business challenges, combined with our understanding of who and what makes an effective leader ensure that our clients secure the best leadership teams for the ongoing success of their businesses. For more information, please visit us at www.russellreynolds.com.