

Telecoms Movers and Shakers

June to September 2009



Telecoms Movers and Shakers is a list of senior executive moves in the European telecoms industry compiled by Russell Reynolds Associates. We welcome any feedback you may have.

3

- **Ian Cleverly** has been named CFO at an expanded finance department at mobile and Internet provider, 3 Ireland.

Alcatel-Lucent

- **Victor Agnellini**, who most recently served as the Caribbean and Latin America regional unit leader, has been appointed global SVP of Transformation.
- **Amr El-Leithy** has been appointed Regional President of Middle East & Africa. He was previously Regional General Manager for IBM in North & West Africa.
- **Caroline Gros** has been appointed Services Director for France Telecom/Orange. Prior to her new appointment, she was Director of Marketing & Communications for Telindus Belgacom.
- **Federico Guillen** has been appointed Lead Operations in Iberia, as well as VP Global Account Telefonica. Guillen was previously VP Sales Vertical Markets for Western Europe.
- **Christel Heydemann** has been appointed Strategic Alliance VP for HP.
- **Lakh Jemmett** has been appointed President of UK, Ireland & Nordics business and VP BT Global Account. Prior to this, Jemmett was COO of Presence Networks, a privately held software company operating in the Unified Communications arena. He replaces **Alan Mottram** who has taken a new position as EMEA Vice-President Solutions & Marketing.
- **Bill McDougal** has been appointed CFO Services. He joined Alcatel-Lucent from IBM.
- **Raoul Ros** has been appointed head of the company's business in South East Europe, replacing **Dan Bedros**.
- **Claudia Schwers** has been appointed Managing Director for Alcatel-Lucent Switzerland.
- Alcatel-Lucent has appointed **Jeanine van der Vlist** as head of the Netherlands operations. She will succeed **Coert de Boer**, who has been appointed head of the company's Managed Services Global Transformation business. Prior to her new role, van der Vlist served as CEO at Worldmax.
- **Ken Wirth** has been appointed President of Company's 4G/LTE Wireless Networks, replacing **Mary Chan**.

ARCEP

- **Nicolas Duffieux** has been appointed Director of Economic Affairs and Forecasting at ARCEP (The French Telecommunications and Posts Regulator). He replaces **Isabelle Kabla-Langlois**.

Belgacom

- Belgacom has appointed **Florence Coppenolle** as Vice-President Group Communications.



BT

- **Tony Ball**, Chairman of Kabel Deutschland and former Chief Executive of BSkyB, has joined the BT Board as a Non-Executive Director.
- BT Group has appointed **Rogier Bronsgeest** President of Customer Service Operations, in charge of service operations to BT Global Services customers. Rogier joins BT from Getronics.
- **Mark Quartermaine**, former head of the Global Services public sector division, has replaced **Royston Hoggarth** as president of BT Global Services UK.

Cable and Wireless

- Cable and Wireless has appointed **Mary Francis** and **Penny Hughes** to its board as Non-Executive Directors. Francis is Senior Independent Director of Centrica and a Non-Executive Director of Aviva and St Modwen Properties. Hughes is a Non-Executive Director of Home Retail Group and Skandinaviska Enskilda Banken.

Cablecom

- Former Telenet VP Market Development, **Koen Verwee**, has accepted a position at Cablecom. Verwee will become the VP Market and Product Management at the Swiss cable service provider. **Inge Smidts**, formerly from Procter & Gamble, will succeed Verwee at Telenet.

Cisco

- **Pavel Betsis** has been appointed General Director at Cisco's Russian subsidiary.
- **Jordi Botifoll Rodriguez** has been promoted to Head of Southern Europe.
- Former Vodafone Chief Executive **Arun Sarin** has re-joined the board of Cisco Systems as a Non-Executive Director. Sarin, who stood down from his role at Vodafone in July 2008, was previously a member of Cisco's board from 1998-2003.
- **Stefano Venturi** has been promoted to VP Public Sector for EMEA
- **Carlo Wolff** has been promoted to VP & Chief Sales Officer for Cisco Germany.

Colt

- **Sergio Giacometto** has joined the board as a Non-Executive Director and as a member of the Audit Committee.

Deutsche Telekom

- Deutsche Telekom has named **Andreas Moelich** Human Resources Director International. This position largely supersedes the position of Chief Human Resources Officer at T-Mobile International following the more integrated structure established at Deutsche Telekom. Moelich will assume dual responsibility with the new function of HR Business Partner COO/Europe.

Eircom

- **Paul Donovan**, who spent nine years at Vodafone, has been appointed CEO for Irish telecommunication provider Eircom.

Ericsson

- **Franck Bouetard** will take the post of President of Ericsson France. He was previously VP & GM consulting and systems integration in the global services business unit of the group.
- Ericsson has appointed **Douglas L. Gilstrap** Head of Strategy. Gilstrap will focus on understanding the needs of Ericsson's customers and aligning the company with market trends.

Eutelsat

- Eutelsat Communications has appointed **Michel de Rosen** Deputy Chief Executive Officer. In his new role, de Rosen will collaborate closely with **Giuliano Berretta**, Chairman of the company, in advance of assuming the position of CEO in November 2009. Subsequently, Berretta will continue thereafter as Chairman of the board. de Rosen was most recently chairman and CEO of SGD.

Far East Telecom

- Russian wireline operator Far East Telecom has appointed **Andrei Balatsenko** as CEO. Balatsenko replaced **Anton Kolpakov**, who was recently appointed CEO of Russian national long-distance provider Rostelecom. Prior to this appointment, Balatsenko served as Director of Far East Telecom's branch in the Primorsky Region.

France Telecom

- **Stephane Richard** has been appointed Deputy CEO in charge of French Operations and replaces **Louis-Pierre Wenes**.

Fujitsu

- **Michel Ducroizet** takes the post of Country Manager France. He remains CEO of Fujitsu Services France.

GN Netcom

- **Mogens Elsberg** has taken over as CEO for GN Netcom. Elsberg also joined GN Store Nord's executive management based in the company headquarters in Copenhagen, Denmark. Elsberg joins GN from Pensio, a full-line supplier of payment solutions, where he served as interim CEO and Co-Owner.

Google

- **Carlo d'Asaro Biondo** has been appointed Vice President of Southern & Eastern Europe, Middle East & Africa (SEEMEA). He was previously Managing Director of InfoproCommunications.

Huawei

- **Matt Bross**, the former CTO of BT Group has joined Huawei as Chief Technology Officer.
- **Tim Watkins** has been appointed Vice President of Huawei Western Europe, with responsibility for sales and marketing across the region. Prior to joining Huawei, Watkins was President North EMEA at Nortel Networks.

Index Ventures

- **Mike Volpi** has joined Index Ventures as a partner. For the past two years, Volpi was CEO of Joost, an Internet startup focused on online broadcast TV, and recently transitioned into the role of Chairman.

Kingston Communications

- **Bill Halbert** has been appointed Chairman following **Michael Abrahams'** decision to retire from the board. Halbert was previously Deputy Chairman of the board.
- **Tony Illsley** and **Martin Towers** have been appointed Non-Executive Directors. Illsley is Chairman of Plastic Logic and Velocix and is a Non-Executive Director of Sepura and Northern Foods, while Towers is a fellow of the Institute of Chartered Accountants in England and Wales and a Non-Executive Director of RPC Group.

KPN

- Royal KPN N.V. has named **Carla Smits-Nusteling** as Chief Financial Officer. Smits-Nusteling was most recently Director of Corporate Control at the Dutch incumbent telecom provider.

Lycamobile

- Lycamobile has appointed former Tesco Financial Director **Peter Ward** as Chief Financial Officer.

Mobilkom

- Mobilkom Austria Group has announced the appointment of **Andreas Maierhofer** as CEO of Bulgarian subsidiary Mobiltel. Maierhofer will also retain his role as Mobiltel's Chief Marketing Officer.

Motorola

- Motorola has appointed **Jacques Rames** as President for France. Rames will take this role in addition to his current responsibilities as Executive Director for Sales, Southeast Europe, and International Account Director for France Telecom-Orange with the group's home and network mobility division.

Nokia

- Nokia appointed **Robert Andersson**, its former Head of Finance, Strategy and Strategic Sourcing in the Devices unit, as Head of Corporate Alliances and Business Development.
- Nokia has also appointed **Dame Marjorie Scardino** as Vice Chairman.
- Nokia has integrated its handset operations and mobile internet services to form a new Solutions unit as part of its transformation strategy. **Alberto Torres**, formerly Head of Devices Category Management, has been appointed Head of the new Solutions unit and becomes a member of the group executive board.

Nokia Siemens Networks

- **Rajeev Suri** becomes CEO of Nokia Siemens Networks, replacing **Simon Beresford-Wylie**. Suri was previously Head of Services and will be succeeded in this role by **Ashish Chowdhary**.
- **Markku Koppinen** has joined NSN as Global Head of Delivery Management & Operations. Markku was previously Group COO & Board Director at Dunhumby.

Ofcom

- **Hyacinth 'H' Nwana**, is to lead the Spectrum Policy Group at UK broadcasting regulator OFCOM. Nwana joins from Arqiva, where he has been Managing Director, Mobile Media Solutions since 2005.
- OFCOM has also appointed **Steve Unger** as Chief Technology Officer. Unger has most recently been Director in the Competition Group

Orange

- Tom Alexander has made some changes to the UK senior management team:
 - France Telecom Chief of Staff **Guillaume Van Gaver** has been appointed VP of Sales and Loyalty, replacing his predecessor **Van Overbeke**.
 - **Alexander Lunshof** will be joining the management team as the VP of Legal and Regulatory. Lunshof joins from France Telecom Group's legal team where he was General Counsel for mergers and acquisitions, and international.
 - Former O2 executive **Martin Stiven** will join the operator in November to take on the newly created role of VP of Enterprise and Corporate Markets. Stiven will indirectly replace VP of Business Paul Tollet, who left earlier in 2009.
- Orange Romania has appointed former Commercial Director **Thierry Millet** as CEO. Millet has been working for Orange Romania for four years and for 20 years for the France Telecom group.
- Orange Switzerland has appointed **Thomas Sieber** CEO replacing **Andreas S. Wetter**, who will take over as Chairman of the company's board as well as other international board memberships for Orange France Telecom group. Sieber joins Orange from Fujitsu Siemens Computers where he has held leadership roles since 2001.
- Orange UK has promoted **Ian Smith** to Head of Brand Communications, replacing **Spencer McHugh**, who becomes UK Brand Director. Smith will handle Orange UK's advertising, digital and media strategy.

SFR

- **Philippe Bachman** succeeds **Guillaume Fradet** and becomes Sales Director for Consumer and Professional Services.
- **Guillaume Fradet**, previously Sales Director for SFR Consumer and Professional Services, has been named Managing Director of Sales and Marketing at SFR Business Team (previously SFR Entreprises).

- **Jérémie Manigne** has been appointed Managing Director Innovation, Product & Services Marketing and joins the Executive Committee of SFR. He will retain his responsibilities for SFR's broadband initiatives.

Siemens

- Siemens communications has appointed **Stuart Clarkson** Chief Executive.

Skype

- Skype has appointed **Russ Shaw** General Manager EMEA with a brief to make the voice over IP service more widely available via mobile phones. Shaw's most recent role was Global Innovation Director at O2's parent company Telefonica.

Sony Ericsson

- **Estelle Gibert** becomes Communications and Marketing Director at Sony Ericsson France.
- **Bert Nordberg**, previously Executive Vice President of the Ericsson Group and Head of Ericsson Silicon Valley, joined Sony Ericsson as Co-President. **Hideki Komiyama** will retire from the company at the end of 2009.
- **Sir Howard Stringer**, Chairman, CEO and President, Sony Corporation, and a member of the Board of Sony Ericsson, becomes Chairman of the Board of Sony Ericsson. Stringer succeeds **Carl-Henric Svanberg**.

ST-Ericsson

- **Gilles Delfassy** has been appointed President & CEO of ST-Ericsson, the joint venture created by bringing together ST-NXP Wireless and Ericsson Mobile Platforms.

Tele2

- **Kristina Vallin** has been appointed Director of Human Resources at Tele2 AB, succeeding Bo Lindgren. Vallin was previously Human Resources at Tele2 Sweden.
- Tele2 has appointed **Dmitry Strashnov** as CEO of Tele2 Russia. Previously Strashnov served as Chief Operating Officer of Tele2 Russia.

Telecom Italia

- **Fabrizio Bona**, former Chief Commercial Officer and Deputy COO of Wind, has joined Telecom Italia as Head of Consumer.
- Telecom Italia Media has appointed **Giovanni Stella** as Executive Deputy Chairman.

Telefonica O2

- Telefonica has appointed **Douglas Gregory** as Director of Public Affairs to develop and lead its institutional relations strategy in the European Union.
- Telefonica Group has appointed **Fernando Herrera** head of its new client division in Spain. Herrera previously served as head of the residential customer division at Telefonica. **Federico Rava**, currently CEO of Telefonica Moviles Argentina, will take over Herrera's previous responsibilities.
- **John McGuigan**, currently Customer Service General Manager at Telefonica O2 UK will replace **Juraj Sedivy** as Chief Executive Officer of Telefonica O2 Slovakia.
- Telefonica O2 Czech Republic has appointed **Martin Skop** as Executive Director for network technology for the Czech Republic and Slovakia.

Telekom Austria

- **Helga Fuesselberger** was appointed head of the newly established Service Experience Management division of Telekom Austria.

- **Michael Jungwirth** will head TA's newly formed Department for Strategic Management at its fixed-line division. Jungwirth joined the operator as Executive Assistant to the CEO of the wireline division.
- Telekom Austria has appointed **Martin Stiedl** as Head of the Strategy and Development department of its Customer Services division.

Telenor

- Telenor Sweden has appointed **Inge Lindberg** CFO replacing Tomas Ljunglöf. Lindberg was previously CFO at Teracom.

Thomson

- **Christophe Diot** has been appointed Chief Scientist at Thomson. He will concentrate on implementing the scientific strategy of the Group, promoting Thomson's technological leadership and building privileged relationships with the academic community.

T-Mobile

- **Mark Duncan**, former Consumer Head of Sales replaces Gordon Ballantyne as Director of UK Sales.
- T-Mobile Austria has announced the appointment of **Ruediger Koester** as its Chief Technology Officer.
- **Richard Moat** has joined T-Mobile as UK Managing Director. Moat was previously CEO of Orange Romania.

TP

- **Mariusz Gaca** has been appointed Chief Executive for TP's mobile unit, PTK Centertel, which operates under the Orange brand.

Virgin Media

- Virgin Media has appointed **Eamonn O'Hare** as Chief Financial Officer assuming responsibility in November. O'Hare was previously UK Finance Director of Tesco.

Vivendi

- **Charles-Henri Levillant** has been appointed Director of Telecoms within the Strategy & Development Department.
- **Jean-Bernard Lévy**, Chairman of the Management Board, becomes Chairman of Activision Blizzard, the world's leading independent games publishing company.
- **Stéphane Roussel** has been appointed Vivendi's Senior Executive Vice President for Human Resources following the departure of **René Pénisson**.

Vodafone

- Vodafone will replace its Group Marketing Officer, **Frank Rovekamp**, with Carphone Warehouse's TalkTalk MD, **Wendy Becker**. The change will happen at the end of 2009.
- Vodafone Portugal has appointed **Antonio Coimbra** as CEO, replacing **Antonio Carrapatoso**, who in turn will become Chairman of the company's board of directors.
- **Lee Epting** the former VP of Forum Nokia, has joined Vodafone Group as Head of Branded Content.
- **Chris Holmes** has been appointed Head of Vodafone UK's Business Services. He joined Vodafone from NSNH where he was Global Head of Consulting & Systems Integration.
- **Stefan Langkamp** has replaced **Jane Hext** as Vodafone's UK Customer Services Chief. Langkamp, who has been with the group for four years, has most recently been heading up a group joint venture in India.
- Vodafone Group has appointed **Genk Serdar** as Director of Mobile Payments. He previously served as Chief VAS Officer of Turkcell.
- **Mats Svardh**, former CTO for Vodafone Ireland, has been appointed Group Director of Products & technology.

About Russell Reynolds Associates

Leadership. In today's 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.