



## Market Developments

This is a very interesting time for the IT function in Europe. Given the economic turbulence and general caution in the market across virtually all sectors, throughout the year we have seen examples of organisations increasing the scale and scope of the CIOs responsibility. Typically, this has been into operations with a renewed interest in creating shared service centres to find ways of reducing cost, increasing simplification and flexibility. Quite often, a hybrid model is adopted with a combination of centralised and localised approaches in order to keep the central overhead thin whilst retaining local implementation flexibility. There are also examples of CIOs being asked to take responsibility for some adjacent services such as business resilience or vendor management.

In addition to the commonplace requirement for consumerisation and virtualisation experience across all sectors, we are seeing increased focus on information security. This is being driven by the implementation of more rigorous approaches to data management and thresholds for storing data, and worries about reputational risk for the organisation. The IT function has an increasingly important custodial function in relation to data which underpins an organisation's integrity. This custodial function is likely to mean that Chief Information Security Officers will require a good working knowledge of the legal aspects of data privacy.

Many CIOs we talk to are engaged in fundamental transformation programmes within their businesses, not simply their functions. Therefore the economic crisis may well see the emergence of CIOs as credible candidates for COO positions as they play leading roles in helping their organisations adjust to new market conditions. In the list below you will see examples of both new CIO roles being created, and internal appointments being confirmed. This is a good time to be on the internal succession path. In a time of austerity or market ambiguity, organisations are not as willing to take the risk of external appointments into some functions, and therefore more internal candidates are under consideration. Whilst this is good, it does require an ability for newly appointed internal candidates to challenge the status quo effectively. This is hard to do if you have been part of it. There is less a war for talent going on at the moment, than a focus on retention and development of potential.

### CIOs as Non-Executives lunch event Monday 28th November 12:30

Russell Reynolds Associates will be hosting a lunch to talk through "CIOs as Non-Executive Directors". We will discuss what contributions CIOs can bring to the boardroom table, and offer advice to CIOs that are interested in looking for non-executive work. For further details please contact Jolene Wessels: [jolene.wessels@russellreynolds.com](mailto:jolene.wessels@russellreynolds.com)

## IOPening Moves & Changes (September 2011)

### Finland

#### Nokia

- Henry Tirri has been appointed EVP, CTO and a member of the Nokia Leadership Team. Henry previously headed up the research division at Nokia.

### France

#### EuropaCorp

- Alain Delorme has joined EuropaCorp from TDF as CTO.

### Germany

#### Carl Zeiss

- The optical company has created a new board position for IT. Hans Achim Quitmann joins from Aurubis to take over the new role.

#### Daimler

- Daimler has appointed Gabriele Ruf as Head of Operations and IT Infrastructure reporting into the CIO. She takes over from Hartwig Faber who retires at the end of the year. Gabriele previously held the position of General Manager and member of the executive board at UniCredit Global Information Services.

#### dwpbank

- Following a reorganisation, Markus Walch becomes CEO and will also be in charge of IT at dwpbank in Germany. Markus was previously CIO of DAB Bank.

#### Edeka

- Stephan Wohler has been appointed CIO for Edeka in Germany. In addition to his CIO role he will also manage logistics. Stephan was previously at Metro Group Logistics, a logistic service and competence centre.

#### Heidelberger Druckmaschinen

- Heidelberger Druckmaschinen has appointed Uwe Herold as CIO. He will replace Howard Hutchings who is leaving the company. Uwe is joining from IT-consulting Company Bexicon that he co-founded and was previously CIO at SAP.

#### Holtzbrinck

- The publishing group has promoted Johann Kempe to CIO. Johann previously held the position of IT-manager.

#### Kaiser's Tengelmann

- Kaiser's Tengelmann has appointed Riccardo Sperrle CIO. Riccardo joins from Media-Saturn.

#### KfW

- KfW has named Dr Edeltraud Leibrock CIO and COO. This is a newly created role. Edeltraud joins from Bayern LB.

#### Merck

- Frederic Wohlwend has been appointed CIO at Merck. Frederic was previously Vice President Information Services in the chemical business unit.

**Microsoft**

- Microsoft has named Dorothee Appel CIO for Germany and Switzerland. Dorothee replaces Rolf Zimmer who has moved to another position within Microsoft.

**Monier Group**

- Axel Scarponi has joined Monier Group as CIO reporting to CFO Jürgen Koch. Axel joins from Daimler where he was Head of IT Operations for EMEA.

**Procter & Gamble**

- Tobias Günthör takes over as CIO Germany. Tobias previously held IT roles at Procter & Gamble.

**Roche**

- The pharmaceutical company has named Alan Hippe as CIO, replacing Erich Hunziker who will retire. Alan previously held board positions at Continental Group and ThyssenKrupp AG.

**Italy****UniCredit**

- UniCredit has appointed Massimo Messina as CIO and will report directly to the CEOs Massimo Schiattarella and Massimo Milanta. .

**Netherlands****Philips**

- UniCredit has appointed Massimo Messina as CIO and will report directly to the CEOs Massimo Schiattarella and Massimo Milanta.

**Vodafone**

- Lineke Sneller has been appointed as CIO of Vodafone Netherlands. She was previously with Tele2 and was also named CIO of the Year.

**Spain****Venca**

- Sylvain Loubradou has been appointed IT Director of Venca, the Spanish online and catalogue fashion retailer and a subsidiary of '3 Suisses International'. Sylvain will also lead the company's online strategy.

**United Kingdom****Commodity Futures Trading Commission**

- John Rogers has been appointed CIO of the Commodity Futures Trading Commission and Director of the CFTC's new Office of Data and Technology..

**Depository Trust & Clearing Corporation**

- Robert Garrison has been promoted to CIO at the Depository Trust & Clearing Corporation.

**Emap**

- Roger Willmott has joined Emap as CTO. Roger previously held an interim position as UK CTO at Reed Business Information.

## **Ernst & Young**

- Ernst & Young has appointed Maureen Osborne as CIO. Maureen was previously Global Chief Procurement Officer and CIO.

## **Expedia**

- Eachan Fletcher joins Expedia as VP of Technology. He was previously CIO at Sporting Index.

## **GlobalCollect**

- Peter Knight has been appointed CTO at GlobalCollect, the payment service provider of local e-payments.

## **Huawei**

- Former government CIO John Suffolk has joined China-based IT company Huawei as Global Head of Cyber-security.

## **John Lewis Partnership**

- Paul Coby joins John Lewis Partnership from BA as CIO following the creation of the International Airline Group.

## **Kenshoo**

- Ziv Oren has been appointed CIO at Kenshoo. He joins Kenshoo from 888 Holdings where he was CIO.

## **Lastminute.com**

- Stuart Lawrence joins Lastminute.com as their interim CTO. He was previously at Expedia.

## **NHS**

- Katie Davis has been appointed as interim CIO at the NHS following the departure of Christine Connelly.

## **RBS**

- Peter Marsden has joined RBS as CTO. Peter was previously CTO at BBC Worldwide, and prior to this VP of IT & Networks at Orange.

## **Royal Mail**

- Royal Mail has appointed Catherine Doran as CIO. Catherine will also join the group executive team committee.

## **United Business Media**

- Rorie Devine has been appointed as Group CIO of United Business Media. Prior to joining UBM Rorie was CTO of Yell Group.

## **YouView**

- YouView has announced the appointment of Chris Bramley as CTO. Chris was formerly Chief Architect at BSkyB.

## **Xchanging**

- Back office provider Xchanging has appointed Jim Sadler to the newly-created role of CIO for its UK insurance sector business

### About Russell Reynolds Associates

**Leadership for a Changing World.** 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 make 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](http://www.russellreynolds.com).