



Matthew McPhail

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How did you first get interested in the asset management industry and Invesco?

I was attracted to Invesco as an employer for the ability to learn about an industry that is changing quickly – on a daily basis. I have a business and information technology education, but from a personal finance perspective, learning about registered plans offered in Canada while working at Invesco has benefited me and my family greatly, including buying our family home.

Over time, my leadership skills have become more authentic and transparent, which is important at Invesco. It's been exciting to have opportunities to support retail, institutional, ETF's and platform traded funds, and other changes. Outside my day to day responsibilities, Invesco has given me the opportunity to volunteer with Junior Achievement over the past three years by delivering programs about the business world to young students.

Personally, the last several years I've focused on learning about and preparing for adoption. It requires a lot of time, preparation and appointments, Invesco has been flexible with this, helping our family get more out of life. Now that our boys are part of our family, my time and focus has been on our relationship with them. We take our oldest son to gymnastics every Saturday and both boys to Kinder Music each week. When it's warmer, we play more outside and will be going to the beach!

Describe how Invesco embraces diversity and/or diversity of thought. How does Invesco help you bring your "whole self" to work?

Invesco upholds the employment standard of non-discrimination based on sexual orientation, even in jurisdictions that legally don't require this standard. It stands out to me. Respect in the Workplace is also important at Invesco. But it's the people who put this into practice that have helped make diversity of thought feel real. Colleagues in Toronto and Prince Edward Island have come together to help me bring my whole self to work by throwing a wedding shower and later a baby shower for me, my husband and our two boys!

What excites you most about the future of Invesco?

I was surprised that a highly-regulated financial firm was so focused on continuous improvement, entrepreneurship, and innovation, and the amount of opportunities that exist to help affect change at every level. As someone who plays a role in hiring and developing employees, it has been great to help contribute to so many people who have started their careers here and to see how they and their families have grown.



“Invesco has been flexible with me as I've prepared for adoption, helping our family get more out of life.”