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When you were a student, what types of careers interested you? What led you to choose asset management?



When I left university, I was not thinking about going into a particular industry. I started working for a global bank because I was attracted by the role. A one-year trainee program with an overview of Private Banking, Operations, Technology and Finance gave me the base knowledge to then become a Project Manager for Foreign Entities. I hoped for a lot of travel to interesting places on varying subjects which sounded like the ideal

job for me at this stage of my life.

Why do you think there are so few women in investment management? How might that change in the future?

I think that the asset management industry is not well known outside of the financial industry. From discussions, it seems that there is some confusion between investment banking and investment management. From my own experience, working for an investment bank, I felt the culture was aggressive and not people-focused. I can understand that this is not a culture most women (and men) enjoy.

I believe that to change understanding and perception long term, there is a need to market the attractions of our industry at universities. In addition, I believe we need more female role models, as it is much easier to start out on a path if somebody like you has done this before successfully.

“For me, Invesco Women’s Network gives me the chance to give others what I was missing in the early days of my career: a helping hand.”

Invesco’s Purpose is to “Help people get more out of life through a superior client experience.” What does that mean to you in your role?

As I am responsible for Operations in Europe, there is the obvious element of direct client service as part of the Transfer Agency to distributors and end clients. I also need to consider all the negative impacts that can occur i.e. the implications if we have an error or deliver reporting late. Lastly there are all the indirect elements in my role. For example, by looking for efficiencies, we can re-invest the savings we make to improve something else for clients. By strengthening our controls, we avoid negative impacts, and by delivering regulatory requirements for our intermediaries, we help them deliver a better experience to their clients. Efficiencies, reduced risks and strengthened controls at the end of the day deliver a superior client experience, and that is what I and my teams strive for.

What it's like to work at Invesco?

In April, I will have been at Invesco for 15 years, which says a lot about how I feel about Invesco. I think it is difficult to generalize what Invesco is like to work for, as it depends on your own preferences, your location and most importantly, about the people you work with. For me, a few things are really important:

- 1) I really enjoy working with the people around me and I fully trust them
- 2) Invesco gives me the chance to do what I enjoy and believe I do best
- 3) I can be myself and get on with whatever needs to be done feeling supported by my colleagues.

What do you find most valuable about the Invesco Women's Network (IWN)?

I was a founding member of the European IWN and supported the kick-off in Frankfurt. Unfortunately, I do not have as much time as I would like to support the great initiatives ongoing here in Europe, so my involvement is limited to being one of the mentors of the European mentoring program. However, where possible, I support engagements at IWN events as a speaker, sponsor or panel member. For me, the Invesco Women's Network gives me the chance to give others what I was missing in the early days of my career: a helping hand.