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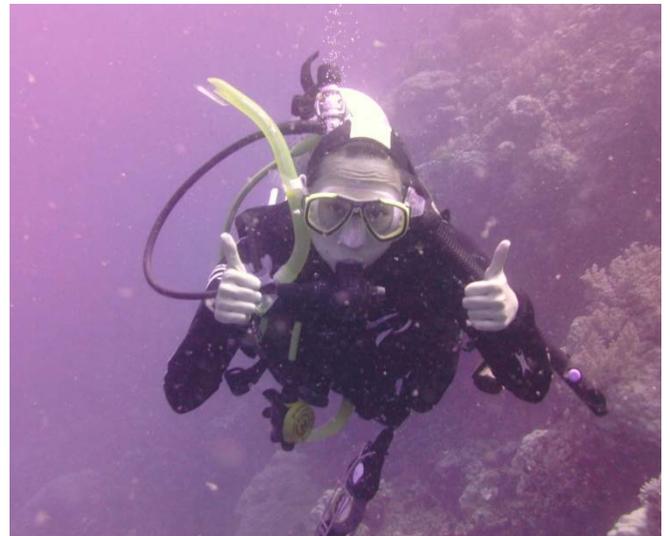
When you were a student, what types of careers interested you? What led you to choose asset management?



I enjoy solving puzzles and I am very good at connecting the dots. Investing appealed to me because it isn't simply calculating P/E ratios, it's weaving together various data points such as market share, competitive landscape, industry trends, and financial metrics to form what you think is the most likely outlook for a firm. It's a huge and complicated puzzle!

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

I think there is an advancement issue in the industry. According to a Morningstar survey of over 7,400 US mutual funds, only 9 percent of funds are led by female portfolio managers while the rest are run by men. But when I was starting my career, I certainly recall seeing more than 9 percent at the junior analyst level! I think the causes for this significant disconnect are broad: from individual preference, to workplace-based challenges such as inflexible career paths or unstructured performance reviews, to the cultural stigma of female commitment, and the lack of childcare resources. But it is starting to look up. Industry-wide, clients are starting to ask questions about culture and investment teams are more aware of the benefits of diversity. It is encouraging to see more firms paying attention to team composition, establishing talent management programs, and modernizing employee benefits.



What is one of your proudest career moments?

It feels like just yesterday that I was promoted to the position of Lead Portfolio Manager and Vice President of Investments at Invesco Canada. It was one of my proudest achievements and a huge vote of confidence from management. I've always worked hard to push myself and further my career, trying to be the best investor that I can be. Not to say that I didn't have some stumbles along the way! I hope I can be a role model to women everywhere that are trying to move up in their industry. You really have to be with a company that recognizes and reward hard work. I am fortunate to have great bosses. Invesco has supported me from Day 1 and it just goes to show everyone is capable of doing great things.

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

In this industry, women are under-represented. It's not uncommon for me to be the only female investor at an internal or external investment meeting. I think IWN is addressing that by helping to develop and retain talented women. I have been a part of IWN for several years, and I help organize the iMentor program. I believe mentorship programs are important in creating a sense of community and support. Mentors serve as role models and help maximize mentees' potential to ensure fruitful careers. I've worked with many young women in this program, and I can say that the talent we have is astounding. They are interesting, brilliant thinkers, and driven to succeed. I'm happy to be doing my part to bring more women to the table.

What are some of your personal passions outside your career?

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I love scuba diving. Every dive is different. It's simultaneously exhilarating and serene. The sheer amount of wildlife underwater is incredible. I've swam alongside whale shark, manta rays, sea turtles, intricate reefs and my favorite, the humphead parrotfish. At the same time, as soon as you descend into the water, everything moves in slow motion, and all you can hear is your own breathing. My most memorable dive was the live-aboard trip at the Great Barrier Reefs. I can't wait to take my kids diving. Though they will

need to learn how to swim first!