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Describe how Invesco embraces diversity, whether gender diversity and/or diversity of thought.



I joined Invesco in 2010 and have been fortunate to work in several departments---sales, product management and, most recently, investment management. Though each role serves a unique client purpose and largely interacts with different groups of people, I've always had a manager that championed my development and peers that listened to my ideas. In some ways, being a woman provides an edge at Invesco, assuming you have the necessary attributes, as women are sought after in this industry more than ever. However, the primary reason, by far, for my personal positive experience comes from an environment that fosters a curiosity to learn, the ability to listen, encouragement to give ideas, and an openness to ask for and offer help.

How does Invesco's culture help deliver a superior client experience? What are the elements of a strong investment-led culture?

I remember my very first holiday party as a Product Manager with the Global Asset Allocation Team. I was 24 years old,

had just moved to Atlanta from Houston and the Balanced-Risk Allocation strategy had its largest year of AUM growth in its history. When Scott Wolle (the CIO) stood up to say his toast, it had nothing to do with the greatness or skill of the team. Instead, he said something along the lines of "it's been quite a year, and if we continue to do right by our clients, then I look forward to many more successful years with you all." To me, the message was very clear: keeping our clients at the forefront is how we achieve success.

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Describe your involvement in the Invesco Women's Network (IWN).

I have served various roles in the Atlanta Chapter of IWN and two attributes stand out--- exposure to many colleagues throughout the firm and an opportunity for leadership experience. Through IWN events and meetings, I've met and learned about people from various parts of our business that I otherwise wouldn't have. By extension, I've gained a better understanding of how departments and teams work within the firm which has resulted in more informed decisions in my "day job" and connections when I've needed help outside my direct team. Additionally,

being involved in committee roles for the chapter has given me ongoing and increasing leadership experience, which is distinctive from my current analyst role.

What are some of your personal passions outside your career?

Since my job requires me to use the analytical side of my brain much of the time, it is important that I use my brain in a different way as well. So, I teach yoga twice a week on Tuesdays and Thursdays at 6 a.m. My original motivation to teach was solely to save expensive studio fees, however, to my surprise, I discovered additional satisfaction from coordinating the classes (deciding which poses and music fit while also managing a theme and timing). Another personal reward has been watching repeat students improve their skills and flexibility.

