

Fresh perspectives on our Diversity and Inclusion team



Meet Lindsay Hudson and Anna Penn - Diversity and Inclusion Managers for EMEA and North America

Leveraging the global perspectives, backgrounds, and experiences of our people is one of the core attributes of our company's culture. We are continually pursuing a workforce that reflects the diversity of people and thought that we see in today's evolving society, and we believe that focusing on these areas is a fundamental part of how we help clients and employees get more out of life.

We have many initiatives underway to support our goal of building a truly diverse workforce and an inclusive culture – but change of this nature takes time. One of our key actions was to appoint dedicated Diversity and Inclusion managers in each region. Lindsay Hudson has stepped into the role for EMEA, and Anna Penn joins us to support North America. Together, they will lead diversity and inclusion engagement for the company, ensuring greater global alignment and adoption of best practices.



Get to know Lindsay Hudson

Diversity & Inclusion Manager, EMEA

Lindsay Hudson was appointed as the Diversity and Inclusion Manager for EMEA, starting in the new role this month. She has worked at Invesco for the last three years as the EMEA Operations Governance Manager and is actively involved on both the Global and UK Women's Network. Lindsay has more than 20 years' experience in Financial Services, serving 10 years as the Head of Operations for a Discretionary Wealth Manager, and in various operational and project roles for Invesco.

In this new role, Lindsay will build on her deep knowledge of our organization to further accelerate progress and maintain focus on our diversity and inclusion priorities. Initially, she'll focus on managing the initiatives already underway and ensuring we are meeting the EMEA Executive's diversity objectives, which we committed to earlier this year when we signed the Women in Finance Charter.

Invesco Communications: Tell us about your job in 140 characters.

Lindsay Hudson: Having worked for Invesco / IP for 13 years, I am thrilled that the company has decided to appoint Diversity and Inclusion Managers. I have always had a passion for diversity and the benefits diversity of thought brings to business. Working with Anna to give Diversity and Inclusion a 100% focus is a huge privilege that I am really looking forward to.

IC: How have you "climbed the ladder" in your career over the years?

Lindsay: I have never really thought of it as climbing the ladder. I love change and people, so my focus has always been on keeping variety in my work and making sure I surround myself with a great group of different people. I have also been very lucky with managers who have had my back and supported my progression.

IC: If you had to give up your desk job, what would you do instead?

Lindsay: A property developer.

IC: What do you like to do when you're out of the office?

Lindsay: I have three children, a dog and a husband (he'll not be happy with the order I've put that

in!) so family life takes up most of my time out of the office. We live by the river, so I love taking long walks. My new hobby is paddle boarding (with varying degrees of success!).

IC: What do you consider to be your best investment?

Lindsay: A cliché, but my family and friends. I am lucky enough to have a large family who are all very close to me – my grandparents are in their 90's now and have been married for 70 years. I get to see them every week and they are a constant leveler, a source of inspiration, and provide a refreshing and amusing insight on today's world.

IC: What's the biggest risk you've ever taken?

Lindsay: To give birth to our third child at home. In 2003, our twin boys were born at 32 weeks and were in special care for 8 weeks. Having baby number 3 at home after we had needed so much nursing care for the first two seemed like a huge leap of faith.

IC: When you just need a break, what do you do or where do you go?

Lindsay: I go to water – a river, a lake or the sea. I find being by the water very relaxing.

IC: What is the best career advice that you've received?

Lindsay: "Don't Let Your Possessions Possess You." Remembering this mantra has given me much greater personal freedom of choice both in and out of the office.

IC: What would you say is the "best cure for the Monday Blues"?

Lindsay: To have a job you enjoy and work with inspiring people. Failing that, I'd say a good view out of the bedroom window when you wake up and to live as close as possible to the office to minimize your commute.

IC: Can you share a little-known fact about yourself?

Lindsay: During my primary school years I played the saxophone, piano, recorder, flute, guitar and harp (not always to the highest standard!). I would insist on performing to the whole family after Sunday lunch. I could tell their interest was waning, so I would often try to play more than one instrument at the same time to get through the performance more quickly (think Dick Van Dyke in Mary Poppins and you'll hit the mark!). I'm certainly not the one tinkling on the ivories at the pub now on a Friday night though. It was a case of Jack of all trades, master of none!



Get to know Anna Penn

Diversity & Inclusion Manager, North America

Anna Penn joined Invesco in August as the Diversity and Inclusion Manager for our North America region. Prior to joining the company, she supported diversity and inclusion efforts at McKinsey & Company, a global management consulting firm serving private, public, and social sector institutions. Through her experiences, Anna has developed a deep passion for designing fully inclusive cultures.

In this new role, Anna will bring fresh insights to the team and help to build our global Diversity and Inclusion strategy, programs, priorities.

Invesco Communications: Tell us about your job in 140 characters.

Anna Penn: I joined in August to lead Invesco's North American Diversity & Inclusion efforts. I'll be partnering with HR, senior leaders, and Lindsay Hudson and our global diversity team to design and implement programs and strategies in the D&I space.

IC: How have you "climbed the ladder" in your career over the years?

Anna: I'd say it's a combination of passion and ambition. Prior to Invesco, I spent 4 years at McKinsey & Company, where I first entered the field of Diversity & Inclusion. My time was largely focused on managing our employee resource groups and translating diverse employee experiences into global and regional strategies. I always knew I'd end up in a people-focused role (my Myers Briggs is called "The Advocate"), but I was completely humbled by the experience of being invited to play a small part in someone else's story. It fueled the passion I have for people-focused advocacy, and increased my ambition to spend my career helping companies navigate the path to a fully inclusive culture. I truly believe that we are stronger, better, and more creative when we invite all perspectives to the table and enable all colleagues to have a voice.

IC: If you had to give up your desk job, what would you do instead?

Anna: I'd be a national park ranger (but somewhere with cell reception!)

IC: What do you like to do when you're out of the office?

Anna: I can usually be found with my nose in non-fiction or sci-fi books. I'm currently reading *Breaking the Bamboo Ceiling* by Jane Hyun and *Oryx and Crake* by Margaret Atwood.

IC: What do you consider to be your best investment?

Anna: My relationships – my spouse, friends, siblings – all of whom would roll their eyes at that cheesy answer.

IC: What's the biggest risk you've ever taken?

Anna: The biggest risk was probably buying my current house. It was built in 1902, and it hadn't been lived in in 40 years. One and a half years and a full renovation later, it seems to be paying off.

IC: When you just need a break, what do you do or where do you go?

Anna: I get out into nature if there is time. If not, I can typically be found trying to navigate a difficult recipe and out-do my chef siblings at the next family gathering.

IC: What is the best career advice that you've received?

Anna: Early in my career, before I felt like I was an expert in anything, one of the senior women pulled me aside after a meeting and said, "You're never invited to a meeting to observe – you're invited for your input. Always find something to contribute." And that really stuck with me. Having a seat at the table is only part of the equation.

IC: What would you say is the "best cure for the Monday Blues"?

Anna: No plans on Monday evening! I fully indulge my inner introvert on Monday evenings and I look forward to it all week.

IC: Can you share a little-known fact about yourself?

Anna: Last time I checked, I still held the Partee Elementary School record for most consecutive pull-ups. To be clear, this skill peaked in 5th grade.