

Kamala C. Sachidanandan

Global Head, Core Compliance, Houston

How did you get interested in the asset management industry?



Out of college, my first job was for an insurance company. That's where I got my first exposure to financial services. When I moved to Houston, TX, I worked for a financial firm managing an RFP team. I learned a lot in a very short time about the business responding to RFPs and my interest grew from there.

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?

If we can help Invesco employees earn the trust of our clients by demonstrating that our clients' interests come first in everything we do, then I feel that we are aligned with the Invesco purpose. The same holds true for our regulators across the globe and other stakeholders.

It means that we are providing guidance that supports the conduct standards we expect as a firm and that our clients expect from us.

How would you describe the attributes of a successful employee at Invesco?

My perspective is that to be successful at Invesco, you have to raise your hand and indicate your interest in participating and making a valuable contribution. You may not get every opportunity you ask for, but you will get some and those you get based on your own interests, you are likely to have success with. Most of us know what we are good at. Look for opportunities to leverage your skill set: that is where you are likely to add the most value. Collaboration with colleagues is important. Get input from your stakeholders. It takes longer, but it generally gets you further in the end. Those that own their own development get the most help from others, and at Invesco there are a lot of people that are willing to take the time to guide you.

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What are some of your personal passions outside your career?

I am always planning the next trip. Having something to look forward to helps me stay focused. All the complaining I did as a kid when my parents took us hiking every summer has somehow fueled a passion for it. My children (16 and 26) don't complain about it, imagine that! Hiking is something we all really enjoy doing together as a family. Same goes for skiing in the winter.