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How does Invesco help you bring your whole self to work?

I view Invesco as a company that values high performance, respect for others, and a “challenge yourself and others” attitude. In my experience, a company can only grow if this culture of values exists among employees at every level of the business. From day one at Invesco, I have felt that our company’s culture has allowed me to be myself – a gay male from Amsterdam. I always bring my whole self to work, and I don’t feel a big difference between my work life and personal life.

One can say that it’s relatively easy growing up in a liberal country like the Netherlands, which is more accepting of people’s differences. I have experienced quite a few other places in the world where I was disrespected after revealing that I am part of the LGBTQ community, but that’s not something I experience at Invesco.

Ethnicity, gender, sexual background or seniority levels aren’t what matters, but respecting each other and being open to each other’s ideas is what drives our success.

Respecting each other means listening to other thoughts and behaviours. I learned this from a former manager who is a practicing Muslim and manages a diverse and team. He didn’t focus on people’s backgrounds, and instead respected us and always challenged us in a professional way, encouraging high performance. I hope I am acting in the same way now as he did with me at that time.

What excites me about the future of Invesco?

I think we have to realize that we work for a fantastic company with compelling strategies and talented investment professionals who always aim for what’s best for our clients.

Within the marketing team, we do everything we can to ensure our clients have a great experience. Client demands and technologies change every day, and we need to adapt our course in a very competitive market to continue meeting their needs

I believe we can only grow as a company if we are all open-minded and listen to new ideas. Our culture allows us to learn from our mistakes and drive change for the best. I feel privileged to work for a company that has diversity high on the agenda. So be proud, whoever you are!

What does getting more out of life mean for your work?

I like to put passion in everything I do in my personal and in my professional life. When you truly believe in the projects that you work on, it is easy to go for the extra mile. At the moment, I am working on a paper that argues that effective and material engagement should be fund-manager-driven.

I am quite proud of my picture with Hillary Clinton at an event in Amsterdam. It was taken on International Women’s Day, which is just as important as yearly Pride celebrations in all countries. And I have to admit, I have visited quite a few celebrations. I believe we should always celebrate freedom and continue to fight for freedom and respect for minorities.



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