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How did you first get interested in the asset management industry?

When I set out in my career, I didn't have asset management in mind. As a fresh university graduate, I took on a temporary role at Invesco to support a project team in the administration of a large technology initiative. The project team valued my contributions, bought out my contract and spent the next few years developing me from a project coordinator to a project manager. This gave me invaluable ongoing hands-on development and exposure to many different aspects of our business that I still benefit from today. I was fortunate to participate in the functional realignment of the North American business, the integration of PowerShares, the establishment of the Enterprise Centre in PEI and through it all, it helped me connect the dots to the different parts of our business and how it supports our overall business goals. It's been over 12 years since I started here, and while I didn't set out with asset management in mind, the organic exposure I've had to our front office and back office operations has given me a strong foundation to truly appreciate all that goes into asset management.



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

I think this industry could benefit from more networking opportunities that not only create personal connections, but demonstrate career pathing and growth opportunities for women. We still suffer from a lack of visible female senior leaders and mentors. Networks like the Invesco Women's Network and the Women's Bond Club of New York are important steps in building a future for our industry that is more gender balanced. Within certain aspects of the business, we need to recognize that compensation driven by commissions is an effective incentive driver for sales targets but can act as a penalty when it comes to maternity leave due to the inability to maintain hard-won relationships while on leave. We've made a lot of progress in developing and promoting women, but there are more granular aspects that still need to be addressed.

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

I first became involved with the Invesco Women's Network when I was invited to apply for a mentorship position during its inaugural year in 2012. Following the close of that program, the Toronto office launched a local planning chapter where I've been an active volunteer planning and hosting events, and participating in committee discussions. The events that we've brought to the Toronto office shine a light on important discussion topics around gender dynamics that don't typically get raised in the usual course of business, especially in such a male-dominated industry. With the Invesco Women's Network, sharing our collective experiences has helped me to put things in perspective and to gain insights into different management techniques, styles, and approaches. My IWV involvement has also been a valuable opportunity to create personal connections with colleagues I wouldn't usually get the chance to interact with outside of specific projects.

What excites you most about the future of the Asset Management industry?

It can sometimes seem like the burdens within the industry are piling up, from the downward pressure on fees to increasingly sophisticated investment solutions and growing regulatory burdens across jurisdictions. I'm excited to see how the asset management industry is rising to meet these challenges. We're focused on managing complex investment solutions that help investment professionals better manage client portfolios and put the needs of investor outcomes first. In other areas of the business, the evolution of robo-advice and data analytics will make us better partners to our clients and their investors, in ways that wouldn't have been possible even a few years ago.

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