

# LOOKING BACK ON INTERNATIONAL WOMEN'S DAY



International Women's Day gives us an opportunity to celebrate the achievements of women around the world. It's a day of reflection, but also of action.

As I look back on my career, it wasn't one role, manager, or piece of advice that helped me advance. It was a collection of many things, and I share a few hoping to inspire leaders on their own journey.

The early years were about finding my passion. I focused on assignments that interested and challenged me intellectually. It was a series of decisions based on evaluating what fueled my desire to learn and work hard. Through these decisions, I found my love of distribution.

With an established sense of direction, my focus shifted to people. I carefully cultivated relationships with clients, peers, and competitors with diverse backgrounds and skill sets to create a network—a network to draw on and avail myself of in navigating the industry, business decisions, and my own career.

Today, I make a conscious effort to foster strong relationships with stakeholders—those I serve and those I need. Winning the hearts and minds of your stakeholders is critical to building and executing a successful business strategy.

While my approach has evolved at various points in my career, there are a few constants:

- Be an inclusive leader, actively listening and fostering an environment where, regardless of title or reporting lines, people buy in to and feel ownership of the business plan.
- Have a talent mind-set and be committed to mentoring and coaching people. Know the industry "talent map."
- Be an active manager of your career. If you sit and wait to be tapped, you may miss an opportunity that's right for you and your firm. Make your career objectives known and ask for the positions you want and deserve.

In the United Kingdom, information is presented by PGIM Limited, an indirect subsidiary of PGIM, Inc. PGIM Limited is authorised and regulated by the Financial Conduct Authority of the United Kingdom (registration number 193418) and duly passported in various jurisdictions in the European Economic Area. These materials are issued by PGIM Limited to persons who are professional clients or eligible counterparties as defined in Directive 2014/65/EU (MiFID II), investing for their own account, for fund of funds, or discretionary clients. Registered office at Grand Buildings, 1–3 Strand, Trafalgar Square, London, WC2N 5HR, United Kingdom, +44 (0) 20 7766 2400.

© 2019 Prudential Financial, Inc. ('PFI') of the United States and its related entities. PFI of the United States is not affiliated in any manner with Prudential plc, which is headquartered in the United Kingdom. PGIM and the PGIM logo are service marks of PFI and its related entities, registered in many jurisdictions worldwide.



**Kimberly LaPointe**  
Executive Vice President  
Head of PGIM Investments International

**“Be an inclusive leader, actively listening and fostering an environment where, regardless of title or reporting lines, people buy in to and feel ownership of the business plan.”**