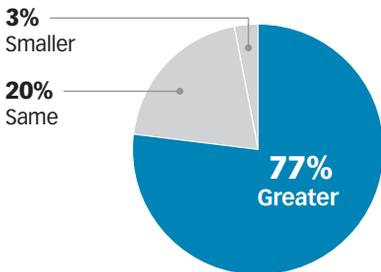


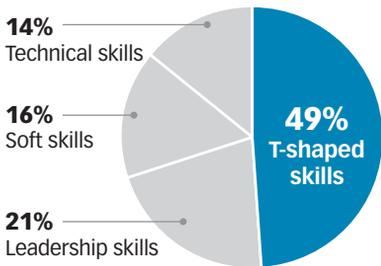
The investment professional of the future

Expert view on degree of change in world of work in the next 10 years



Overall workplace features, roles and skills, work methods, compensation and incentives. Change relative to the past 10 years.

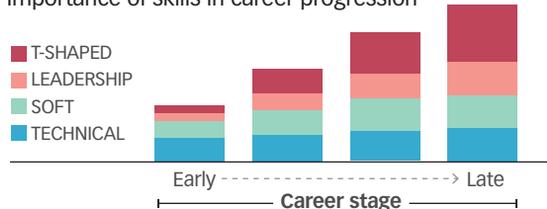
Rank the importance of the following skill categories for successful investment professionals in the next five to 10 years



Percentages indicate the number of expert opinion survey responses ranking each item first.

Suggested skills pathway

Importance of skills in career progression



The career flywheel

Career management over time: How you the professional provide vital inputs that are turned into results via the give and get and other interactions with the organization you work for

