

WCOOC

# Events Summary 2024

What we have  
done so far



ARMSTRONG WOLFE™  
Women in the COO Community

# North America

## 'Strategies for Navigating Your Career' In Person, New York Panel

Hosted by **Deutsche Bank**

February Session

**Panellists:** Piers Murray, Susanne Roberts, Nick Hortopan, and Sheila Plaisance.

### Outcomes of panel:

- 1. Unexpected Challenges:** Discussion on challenges faced, such as being a woman in a male-dominated industry and navigating larger market disruptions like the COVID-19 pandemic.
- 2. Leadership Insights:** Definition of leadership explored, emphasizing clear vision, empowerment, and responsibility towards the team.
- 3. Career Growth Strategies:** Leveraging strengths, embracing learning opportunities, and stepping out of comfort zones highlighted as key strategies for advancement.
- 4. Networking and Relationships:** Importance of organic connections and authenticity in networking, avoiding transactional approaches.
- 5. Work-Life Balance:** Participants shared perspectives on managing work-life balance, including creating structure, embracing gratitude, and prioritizing self-care.



# North America

## 'Mastering Stakeholder Management and Making a Lasting Impact'

In Person, New York Panel

Hosted by **Morgan Stanley**

April Session

**Panellists:** Piers Murray, Lisa Winslow, Stephane Xhayet, Mackenzie Lee, Danielle Letayf

Outcomes of panel:

- 1. Creating Value in Your Organization:** Invaluable players are perceptive around strategy, lean into uncertainty, take leadership, react well to unforeseen obstacles, will retain ownership, don't just execute, are visionaries. Remember that everyone is ranked, high performers will be tapped for better positions.
- 2. How do you come to the table and effectively represent your skills?** Importance of making a name for yourself wherever you are. Communicating your value to stakeholders and superiors, give examples of what happens when you don't do your job and having data/metrics that reflect the work you're doing is a powerful tool.
- 3. Stakeholder Management:** Know your audience and speak their language - what's in it for them? Lead with this, and then explain the how/what you need. For lower-level management/peers, build the relationship before you need them, people want to help people they have a relationship with.
- 4. Accelerating your career by stepping into the office of the COO:** Internal networking is how you elevate your career. Remember that name dropping = sponsorship, *'so and so told me I should reach out to you'* automatically affords you credibility.
- 5. Knowing your audience:** You must understand power dynamics of whoever you're talking too. Take advantage of situations that challenge/demonstrate your worth.





# APAC

## 'The Power of Your Network' Asia Panel

### Online Discussion

#### February Discussion

**Panellists:** Emma Prophet, Fatema Bookwala, Melissa Sabella, Katy Matvey, and Sook Yee Cher.

#### Outcomes of panel:

1. Our forum delved into the importance of networking emphasizing authentic connections over transactions.
2. Attendees stressed the importance of regular follow-ups and genuine interest in others as fundamental for refining networking skills.
3. Taking ownership of achievements and advocating for oneself using "I" instead of "we" was highlighted as empowering in professional circles.
4. Seeking sponsors for career advancement and leveraging resources like "Never Eat Alone" were recommended strategies discussed during the session.
5. Prioritise genuine connections to fuel career growth in the dynamic landscape of financial services.

## 'Navigating Your Career and Embracing Change' Asia Panel

### Online Discussion

#### April Discussion

**Panellists:** Emma Prophet, Dawn Tan, Katy Mmatvey and Stiofan De Burca

#### Outcomes of panel:

1. **Embrace an Adventurous Mindset:** Approach career challenges with a sense of adventure, seeing them as opportunities for growth rather than obstacles.
2. **Stay motivated** by viewing setbacks as temporary hurdles, fostering resilience to persist in the face of adversity.
3. **Delay Judgement During Change:** Avoid premature conclusions when facing change, allowing space for exploration and adaptation. Cultivate curiosity to remain open-minded, facilitating a smoother transition through uncertain times
4. **Navigate Organisational Changes Skilfully:** Respond thoughtfully to organisational shifts, understanding the importance of building relationships with key influencers. Effectively communicate and align with stakeholders to navigate change successfully and maintain momentum
5. **Know Your Network:** Identify supporters within your network who can endorse your career advancement, while reciprocating support to others. Foster collaboration within your network, leveraging relationships to create opportunities for mutual growth and development
6. **Curiosity Fuels Growth:** Cultivate curiosity as a driver for continuous learning and professional development. Embrace curiosity to foster innovation and creativity, propelling you towards new knowledge and experiences
7. **Embrace Opportunities and Risks:** Seize growth opportunities by taking calculated risks aligned with your long-term career aspirations. Develop resilience and adaptability to embrace risks, recognising them as essential steps towards personal and professional development.

# EMEA

## ‘The Power of Your Network’ In Person, London Panel

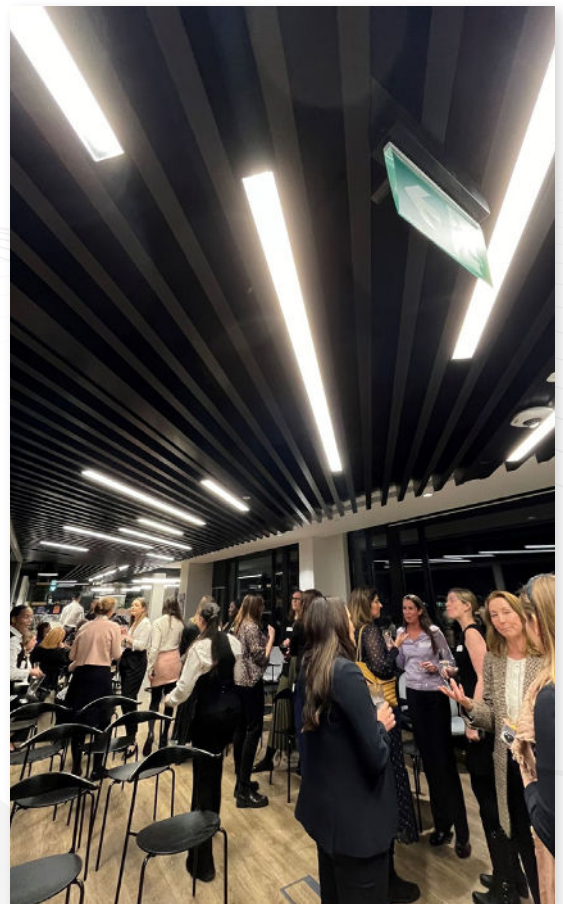
Hosted by TP ICAP

February Session

**Panellists:** Emma Prophet, Cressida Hamilton, Yvonne Waldron and Tom Snowden.

### Outcomes of panel:

1. **Value Recognition:** Attendees were encouraged to overcome nervousness by recognising their own value.
2. **Reciprocity:** It was emphasised that networking is a two-way street, offering benefits to both parties involved.
3. **Preparation:** Preparing thoroughly before meetings was underscored as essential for ensuring meaningful interactions.
4. **The Power of a Smile:** A simple smile can ease tension, making networking environments more welcoming for everyone.
5. **Inclusivity:** Participants were urged to foster inclusivity by inviting others into conversations.
6. **Active Listening:** Active listening was highlighted as the foundation of effective relationship building.
7. **Strategic Networking:** The importance of stakeholder mapping was discussed, focusing on forming mutually beneficial connections.
8. **Meaningful Meetings:** The value of preparing and setting clear agendas for meetings was stressed to maximize outcomes.
9. **Genuine Interests:** For those who find networking challenging, initiating conversations based on genuine interest in another’s work was recommended as an effective icebreaker.



# EMEA

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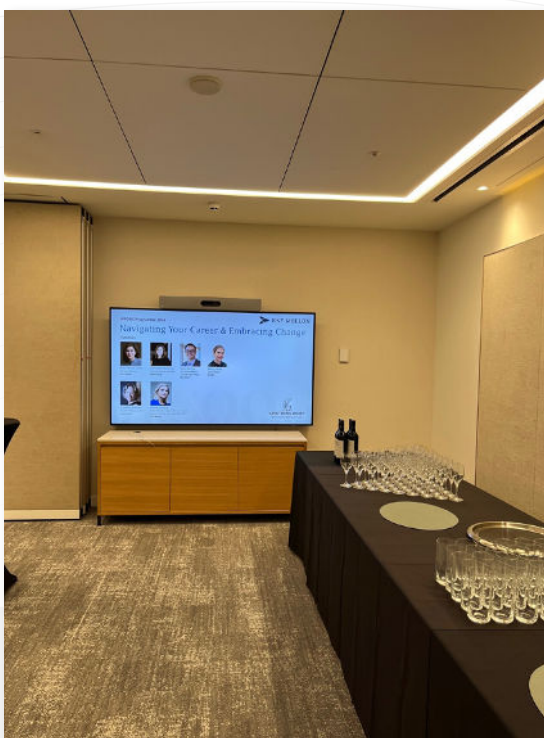
Hosted by **BNY Mellon**

April Session

**Panellists:** Yvonne Waldron, Becky Hewitt, Ryan Henige, Sophie Rutherford, Bana Akkad and Samantha Alexander.

Outcomes of panel:

- 1. Embrace Mentorship:** Seek out mentors who can provide support, guidance, and coaching during challenging times in your career. Build relationships with mentors who can offer valuable insights and help you navigate obstacles.
- 2. Leveraging Sponsorship:** Recognise the importance of sponsors who advocate for you, both in your presence and absence. Actively cultivate relationships with sponsors who can champion your career advancement and create opportunities for growth.
- 3. Harness the Power of Advocacy:** Understand that sponsorship plays a critical role in propelling your career forward, often more so than mentorship alone.
- 4. Voice Your Perspective:** Don't hesitate to speak up and challenge the status quo within your workplace. Cultivate a culture of open communication and constructive feedback, both within your team and across the organisation.
- 5. Embrace Change and Adaptation:** Recognise that change is inevitable in the dynamic field of finance. Embrace a mindset of continual evolution and adaptation, not merely survival, to thrive in a constantly shifting landscape.
- 6. Effectively Communicate Boundaries:** When declining or requests or saying no to someone, do so in a manner that maintains rapport and keeps them engaged. Communicate your boundaries clearly and respectfully, offering alternatives or compromises when possible to keep relationships intact.





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