

# WOMEN IN LEADERSHIP

*What are you proudest of achieving over the past 25 years at Fidelity?*

Looking back over the past 25 years, there are a few achievements that stand out. First and foremost, I'm proud of breaking barriers as both a minority and a woman in an industry that has traditionally been male dominated. Starting as part of a sales team, I built strong client relationships that led to roles in relationship management and product management. I subsequently created and went on to lead the consultant relations team, which now drives 80 per cent of our business.

Two years ago, I was also asked to lead the sales team. At the time, it was difficult to envision how the two groups could be amalgamated, but now I can whole-heartedly say it was the best decision. It gives both teams perspective on each other's roles and it's so much more powerful to work together.

One of my proudest achievements is mentoring and supporting other women. Fidelity's commitment to diversity and inclusion has provided a platform for women to thrive.

*What challenges have you overcome as a woman in finance?*

A major challenge I overcame is the same societal and cultural norms that often keep women quiet in meetings. This was further compounded by my Asian cultural background, where you're taught to speak only when spoken to. I had to learn to assert myself and remind myself that I have a relevant perspective—and that my viewpoint should be valued and voiced.

Public speaking was another significant hurdle. Many women think, "The crowd is so smart. How can I possibly add value?" But the reality is that when you're on stage, the audience is there to hear you.



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**Tracey Wong**

vice-president, sales and consultant relations  
**Fidelity Canada Institutional**

Embracing public speaking helped me build confidence and establish myself as an influential voice.

Lastly, balancing career advancement with personal responsibilities is a challenge many women face. Navigating this required me to develop strong time management skills.

Overall, these challenges have shaped my journey and taught me the importance of resilience, continuous learning and the power of a supportive network.

*What role have mentors played in your career?*

Mentors have played a very significant role in my career. Early on, they guided me to pursue goals I initially thought I could never achieve. They helped me figure out what my career roadmap should look like and opened doors for me. Equally important were sponsors—those who speak on your behalf when you're not in the room. Their advocacy can be pivotal in advancing your career.

As I evolve as a leader, mentors continue to play a crucial role. They help me elevate my leadership skills, navigate the complexities of leadership, garner respect and set a

good example for those who look up to me. Their guidance is invaluable as I strive to improve and grow in my role.

To find mentors, I recommend identifying the qualities you admire in others and then looking around for people—both women and men—who exemplify those qualities. Mentorship is about learning from those who inspire you and who can provide the insights and support you need to advance in your career.

*What advice do you have for women moving into leadership positions in the industry?*

Be bold, courageous and confident. Keep learning and embrace coaching. Seek out different perspectives to make informed decisions. Learn to delegate and trust your team. Empowering your team enhances their capabilities and strengthens your leadership. By fostering an environment where everyone can contribute and develop, you create a more dynamic and successful team.

