



**DAVID J.
THOMPSON, CFA**

Dave is President and Chief Investment Officer at Dwight.

Since joining Dwight Asset Management in 2000, it has been Dave Thompson's priority to ensure the investment team meets the demands of a growing business. At the same time, he has worked hard to ensure that Dwight remains a great place to work.

INSPIRING COLLABORATION AND PERFORMANCE

The entire investment team at Dwight has a role in determining overall investment policy, and Dave feels part of his job is to create an atmosphere where all investment professionals feel free to express their views. "I believe it is very important to create a positive work environment where people can express their views candidly with the common goal of bringing the best investment ideas to our clients' portfolios." Dave understands the reality that not all decisions are perfect, but he firmly believes that people are more willing to engage in a healthy debate about the markets when the conversation involves an exchange of views rather than a battle over who is right or wrong. He views one of his key roles as a mentor to members of the investment team and that it is important to promote from within whenever possible. "Giving investment professionals clear direction and a vision for their role in the future of the company is vital. I learned this early in my career, and we have found that our investment professionals appreciate both the responsibility and the authority imparted to them."

Likewise, Dave considers it essential to establish a collaborative environment with prospects and clients. He says that a large part of his job is to make sure that investment decisions are communicated properly. "If prospects and clients can't understand our thought process, then it is not useful. If we can't adapt to their needs, then we're not adding as much value as possible." The biggest challenge here, Dave notes, is that for some, bonds aren't viewed as an exciting topic, so it can be difficult to convey important information. "Basically, we solve very technical math problems every day and then have to explain our conclusions."

MANAGING THE INVESTMENT PROCESS

On a day to day basis, overseeing the investment process requires knowing how and when to ask the right questions. Very much like a field marshal in the army, a CIO is sometimes required to help team members make difficult decisions that can have far reaching consequences. "The markets change each day and since we all work so closely together, we can feel each others' stress levels. It has gotten to the point where I can sense when it is necessary to 'call a meeting of the minds' so that we can help arrive at the best possible decisions. Communication is so important, and we deliberately encourage the open exchange of best ideas."

THE FUTURE

Even with Dwight's success in growing the investment team and assets under management, Dave Thompson will not rest on his laurels. "We compete like dogs everyday in the markets to add value to our clients' portfolios and everyday with our competition to prove our excellence. The challenges never end." Fortunately, Dave is known for his extremely calm demeanor and the reassuring tone in his voice. He seems to take this kind of stress completely in stride, and at times, he is able to calm the waters with just a few words.

VARIED INTERESTS

Dave has been known to do just about anything that involves a challenge. "I try to keep up with the younger folks on the desk through skiing, running or other feats of physical foolishness. Let's just say I don't often win." Dave is also a father of three young children, Grace, 8, Matthew, 5, and Kate 3. He and his wife, Gina, spend their free time on family activities. Not surprisingly, the interests are varied. "We play ball, hike, ski, go to playgrounds, bookstores, and museums. Just about anything to keep us moving."



Dave Thompson with his daughter, Grace.