




THE  
DRAWDOWN  
AWARDS  
2022



On June 9th, at a ceremony held in London, The Drawdown announced the winners of the 2022 awards.

**T**he Drawdown Awards recognise the very best in private equity operations, awarding outstanding service provision and operational leaders. The shortlists this year clearly demonstrated the depth and excellence in the private equity industry.

*The Drawdown* was established to support the private equity industry as it faces increased challenges and pressures - namely new rules and regulations, rising demands from investors, harnessing data and digitisation, and perhaps most importantly - keeping up with ever growing investor appetite.

All of these challenges sit squarely with operational professionals, who require the highest levels of quality from their service providers. This is what makes these awards a vital part of the work we do, and more importantly, facilitates the strengthening of private equity operations.

Throughout 2021, private equity went from strength to strength. The industry embraced digital and virtual ways of working, and used these increased efficiencies to speed up deal and fundraising processes.

And that is in a large part down to the hard work of service providers. Companies that strive to provide innovative solutions, to continually keep pace with the changing needs of the industry, of investors and regulators alike.

It has always been our core belief that the health of the private equity industry rests in the hands of operating professionals - individuals enabling their organisations to scale and keep up with investor demand, to launch new strategies, to communicate clearly and effectively and all within a robust and compliant framework.

With that, a huge congratulations to all of the companies that made it onto this year's shortlist - the levels of innovation and support shown for the ecosystem were beyond impressive.

The credibility of these awards owes a huge amount to our fantastic judging panel, who were hugely generous with their time and expertise. ♦



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## HR & TALENT PROFESSIONAL OF THE YEAR

WINNER

**Mandi Akali, Capital Dynamics**

FINALISTS

**Mandi Akali, Capital Dynamics**

**Richard Berke, Pantheon**

**Caroline Carr, Permira**

**Sonia D'Emilio, Astorg**

**Caroline Hadrbolec, Eurazeo**

Given the increased push on diversity & inclusion to attract and retain a wider talent pool, Akali thoroughly impressed the judges with her notable push on inclusive practices, which they deemed to be very forward thinking. These included introducing a firm-wide hiring policy and a Recruitment Partners Pledge to third party search partners, as well as designing recruitment toolkits and hubs to support inclusive hiring at the firm.

"I have been incredibly fortunate to work in a truly global remit, providing me with the opportunity to build up HR programs across our

offices," says Akali. "In launching a new inclusive hiring programme at Capital Dynamics as part of our diversity, equity & inclusion (DEI) strategy, I believe we have created a competitive advantage that will help us attract a broader pool of top talent. I am incredibly proud of this initiative. We have further enhanced our ability to retain talent."

And that's not all. Akali also spent 2021 increasing the focus on employee wellbeing which saw her launch a health and wellbeing allowance as well as the firm's inaugural wellbeing programme.

"I try to balance today's

requirements with where the business and industry will be in the future," she explains. "This requires an open, curious and commercial mindset, and remaining in close contact with all levels of the organisation."

"I also take an inclusive and people-first approach in my position, meaning I partner with colleagues to source ideas and feedback on how the company can best support their needs and develop solutions. This approach was especially successful in recent years, demonstrating just how important it is to listen to your employees and work together when facing unique challenges."

