

**Steven Weddle**  
**Managing Director**  
**J.P. Morgan Asset Management**



*"I wouldn't be where I am today without INROADS."*

A common theme woven into the seams of Steven Weddle's life is relationship building. Networking is often the term used, however, he constantly dug deeper and truly cultivated relationships with those around him in a way that appeared not just effortless but authentic. Beginning in Milwaukee, Wisconsin, Steven has an impressive career, consisting of climbing the corporate ladder and working in Chicago, New York and all parts of the world.

As a young boy, Steven was confident in himself. If it were not for his long-time childhood friendship with George Polk, he may have never discovered INROADS. One summer morning, Steven ran into George who was on his way to his INROADS internship, in business dress, and Steven was utterly impressed with how professional his old friend looked. After inquiring about George's job, Steven was immediately attracted to what INROADS had to offer and applied.

Once accepted into the INROADS program in his sophomore year of college at the University of Wisconsin-Madison, he began interning with Marshall & Ilsey Bank as his sponsoring company. While there, he built lasting relationships with his peers, managers and future mentors. The work he did and the conversations he had helped him to make the decision to focus on finance. When it came time to graduate, his mentor Gordon "Gordy" Gunnlaugsson, of Marshall & Ilsey Bank, encouraged him to go on to earn his MBA in finance.

"I didn't even know what a mentor was before joining the INROADS program. People were interested in me as a talent, and I was interested in them because of the guidance and direction they offered to me at that point in my life."

To this day, Steven remains tightly intertwined with the mentors he established while at his sponsoring company, Marshall & Ilsey Bank. The wisdom and advice those mentors continue to share still play a prominent role in his decision making 38 years later.

Since college, Steven's career has taken him across the globe. While working in Lusaka, Zambia, selling government owned companies to private investors and in Johannesburg, South Africa, managing a private equity fund, he took a piece of INROADS with him on his journey. While working in South Africa, he was a representative for INROADS, and at the same time, INROADS began opening offices outside the U.S. He was grateful for the opportunities INROADS opened to him, and in return, he helped expose INROADS to opportunities across the world.

Steven emphasizes the responsibility one has in giving back to INROADS. Although he always seemed to have a knack for interacting with those around him, the help he received from INROADS prepared him to be a "fine-tuned machine." Giving back to INROADS is not just advice he offers alumni, but also, to current interns. Steven tells interns, "... it's not what you get from INROADS, it's what you give. But, the more you give, the more you will get back." He continually reminds students, "[You] are here for a reason and ... [you] were chosen out of hundreds of students."