The Cerulli **Report**

U.S. Institutional Marketing and Sales Organizations 2023

The Growing Importance of Digital Marketing Efforts

OVERVIEW & METHODOLOGY

This report provides a broad-based overview of the trends and challenges impacting institutional distribution teams. Trends in asset allocation, request for proposal (RFP) volumes, the use of consultants, sales cycles, and marketing strategies are all covered in this report. Trends and challenges are looked at primarily from three different perspectives: those of institutional distribution, consultant relations, and RFP teams. The report uncovers how these teams remain successful in a challenging market environment, the ways in which they organize and target clients, and the skills and expertise they want to recruit and retain. Additionally, the research looks at the digital marketing strategies of the top institutional asset managers in the U.S. and how they are expected to evolve. The report also addresses how most of the challenges presented by the COVID-19 pandemic have largely been mitigated by 2023.

USE THIS REPORT TO

- Understand how digital marketing strategies have largely evolved to provide clients and prospects with a deeper understanding of an asset manager's offerings and expertise
- Gain insight into why the complexity of requests to RFP teams is increasing amid challenges surrounding environmental, social, and governance (ESG) and the use of newer technologies
- Evaluate how asset managers are responding to the current market environment and the methods they are using to communicate performance

QUESTIONS ANSWERED

- What asset allocation trends should we expect over the next two years?
- What does an effective marketing program for institutional asset management include?
- What are the expectations for staffing changes for various roles within the distribution organization?
- What are some of the top challenges faced by consultant relations professionals in cultivating meaningful relationships with targeted consultants?
- How is technology used by asset owners impacting the RFP process?

PRODUCT DETAILS

Included with Purchase

- Digital report in PDF format
- Unlimited online firm-wide access
- Exhibits in Excel

- Key findings
- Analyst support
- Interactive Report Dashboards

Interactive Report Dashboards

Interact and explore select report data with Cerulli's visualization tool.

Compensation Comparison: Analyze and compare a detailed breakdown of compensation structures and the factors affecting compensation in 2019, 2021, and 2023 by various roles, including client service, consultant relations, direct sales, and relationship managers.

Institutional Sales and Services Headcounts: Access a percentage breakdown and median headcount of various roles across the industry and anticipated changes in headcount over the next 24 months.

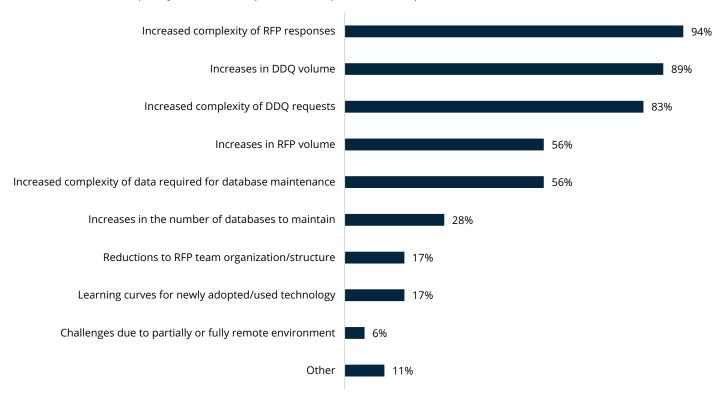
Anticipated Institutional Flows: Analyze expected trends (in one year and in three years) in institutional flows across state/local DB plans, nonprofits, DC plans, and more.



Exhibit 7.06

Factors Impacting Meeting RFP, DDQ, and RFI Deadlines, 2023

Source: Cerulli Associates | Analyst Note: Other responses include "portals" and "inexperienced/new RFP team members."



- The increase in complexity of RFP responses (94%), DDQ volume (89%), and complexity of DDQ requests (83%) are among the biggest challenges for meeting completion goals and deadlines. Investment consultants and asset owners are asking more questions in an effort to identify investment solutions that are different from a pack of similar-sounding investments. For any asset class, there are at least dozens if not hundreds of similar seeming products available when looking in any major database. Instead of asking for simple data points and routine information, RFP teams are confronted with questions that are unique to one asset owner or investment consultant. This is often in the form of asking for examples of how an asset manager might hypothetically manage a particular scenario.
- Questions can be related to the investment philosophy of the portfolio, but sometimes aspects of operations, management, and other enterprise-wide policies
 are being scrutinized. This is especially true for questions regarding ESG and DEI, where there are few clear standards on how to report data. In some cases, the
 information being requested is not possible to provide because data is not collected. These types of challenges regularly slow down the completion process as
 multiple subject matter experts and key decision-makers may have to weigh in on a response before sending it.

Table of Contents: Expanded

Methodology	
Executive Summary	
Consultant Use by Institutional Channel, 2023	16
Report Authors	
Chapter 1: Digital Marketing Practices at Leading Institutional Ass	set Managers
Introduction	
Displaying Expertise a Chief Aim of Managers' Marketing Efforts	
Exhibit 1.01. Institutional Asset Owners: Important Factors When Considering	Asset Managers for Public Market Mandates, 2023 21
Exhibit 1.02. Institutional Asset Managers That Maintain Video Content on Web	osite and/or Social Media Platforms, 2023 22
Exhibit 1.03. Institutional Asset Managers That Host or Sponsor Webinars or Si	milar Events, 2023
Exhibit 1.04. Institutional Asset Managers with Interactive Element to Website	Content, 2023
Exhibit 1.05. Institutional Asset Owners: Challenges to Their Organization's Inv	estment Portfolio, 202324
Exhibit 1.06. Institutional Asset Managers That Host Podcasts, 2023	25
Exhibit 1.07. Institutional Asset Managers with Podcasts Available on Third-Par	ty Platforms, 2023
Exhibit 1.08. Institutional Asset Managers' Podcasts That Use External Experts,	202327
Exhibit 1.09. Institutional Asset Managers' Social Media Subscribers, 2023	28
Chapter 2: Expected Client Trends, Asset Allocations, and Asset Flo	ws29
Exhibit 2.01. U.S. Retail vs. Institutional Channels, 2023	32
Exhibit 2.02. Average U.S. Institutional Client Assets Segmented by Investment	Vehicle, 2023
Exhibit 2.03. New/Additional Assets from Existing Clients and Subadvisory Rela	tionships, 202334
1 Exhibit 2.04. Anticipated Institutional Asset Flows from Consultant-Intermediate	ed Strategies, 202335
Exhibit 2.05. Biggest Challenges to Acquiring Institutional Client Assets, 2023.	36
Exhibit 2.06. Average Sales Cycle and Length of Client Relationship by Institution	onal Client Type, 2023
Exhibit 2.07. Important Factors for Qualifying Sales Opportunities, 2023	38
Exhibit 2.08. Institutional Redemption Rate and Client Reasons for Redemption	n. 2023

	Exhibit 2.09. Presence of Win/Loss Analysis Activities, 202340	0
	Exhibit 2.10. Types of Changes Implemented by Institutional Sales and Service Teams in the Past 12 Months, 2023	1
Ch	apter 3: Institutional Sales Professionals, Compensation, and Organization42	2
0	Exhibit 3.01. Institutional Sales and Service Headcounts: Current and Anticipated Growth, 2023	5
0	Exhibit 3.02. Compensation Structure for Institutional Sales and Service Professionals, 2023	6
0	Exhibit 3.03. Typical Factors Affecting Compensation for Institutional Sales and Service Professionals, 2023	7
	Exhibit 3.04. Desired Attributes for Institutional Sales Candidates, 2023	8
	Exhibit 3.05. Most-Effective Retention Tools for Institutional Sales Professionals, 2023	9
	Exhibit 3.06. Change in Importance of Sales Team Metrics, 2021 vs. 2023	0
	Exhibit 3.07. Institutional Sales Staffing Details, 2023	1
	Exhibit 3.08. Organizational Structure for Sales and Relationship Management, 2023	2
Ch	apter 4: Consultant Relations53	3
	Exhibit 4.01. Direct-Sold and Consultant-Intermediated Institutional Net Flows, 2023	6
	Exhibit 4.02. Consultant Relations Teams' Coverage, 2023	7
	Exhibit 4.03. Effectiveness of Strategies for Targeting Consultants, 2023	8
	Exhibit 4.04. Asset Managers' Key Differentiators for Generating New Business via Consultants, 2023	9
	Exhibit 4.05. Asset Managers' Top Attributes to Maintaining Existing Relationships with Investment Consultants, 2023	0
	Exhibit 4.06. Asset Managers' Greatest Sources of Frustration with the Consultant Community, 20236	1
	Exhibit 4.07. Consultant Interest by Asset Class, 20236.	2
	Exhibit 4.08. Frequency in Which Firms' Personnel Attend Consultant Meetings, 2023	3
	Exhibit 4.09. Anticipated Institutional Asset Flows from Consultant-Intermediated Strategies, 2023	4
	Exhibit 4.10 - Part 1. Topics Frequently Discussed with Investment Consultants, 2023	5
	Exhibit 4.10 - Part 2. Changes in Level of Interest in Topics from Consultants During the Past 12 Months, 2023	6

Cr	Chapter 5: Investment Consultants		
	Exhibit 5.01. Top-25 Investment Consultants by U.S. Institutional AUA, 2Q 2022	. 69	
	Exhibit 5.02. Consultant Use by Institutional Channel, 2023	. 70	
	Exhibit 5.03. Consultant Penetration in State/Local Government DB Plans, 2023	. 71	
	Exhibit 5.04. Consultant Penetration in Corporate DB Plans, 2023	. 72	
	Exhibit 5.05. Consultant Penetration in Taft-Hartley DB and DC Plans, 2023	. 73	
	Exhibit 5.06. Consultant Penetration in Not-For-Profit/Governmental and Corporate DC Plans, 2023	. 74	
	Exhibit 5.07. Consultant Penetration for Endowments and Foundations, 2023	. 75	
	Exhibit 5.08. Consultant Penetration for Health Service Organizations (For Profit vs. Nonprofits), 2023	. 76	
	Exhibit 5.09. Asset Allocation of the Largest 1,000 DB Plans, 2017–2022	. 77	
	Exhibit 5.10. Endowments' Asset Allocations, FYE 2022	. 78	
	Exhibit 5.11. Private Foundations' Asset Allocations, 2019–2021	. 79	
Cł	napter 6: RFP Team Staffing and Structure	. 80	
Cł	Papter 6: RFP Team Staffing and Structure		
Cł		. 82	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023	. 82	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023	. 82	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023. Exhibit 6.02. Structure of RFP Teams, 2023. Exhibit 6.03. RFP Team Responsibilities, 2023.	. 82 . 83 . 84	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023. Exhibit 6.02. Structure of RFP Teams, 2023. Exhibit 6.03. RFP Team Responsibilities, 2023. Exhibit 6.04. RFP Function Headcounts: FTE Current and Anticipated During the Next 12 Months, 2023.	. 82 . 83 . 84 . 85	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023. Exhibit 6.02. Structure of RFP Teams, 2023. Exhibit 6.03. RFP Team Responsibilities, 2023. Exhibit 6.04. RFP Function Headcounts: FTE Current and Anticipated During the Next 12 Months, 2023. Exhibit 6.05. RFP Writers' Key Qualifications and Skills, 2023.	. 82 . 83 . 84 . 85 . 86	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023. Exhibit 6.02. Structure of RFP Teams, 2023. Exhibit 6.03. RFP Team Responsibilities, 2023. Exhibit 6.04. RFP Function Headcounts: FTE Current and Anticipated During the Next 12 Months, 2023. Exhibit 6.05. RFP Writers' Key Qualifications and Skills, 2023. Exhibit 6.06. RFP Teams' Employee Retention Practices, 2023.	. 82 . 83 . 84 . 85 . 86 . 87	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023. Exhibit 6.02. Structure of RFP Teams, 2023. Exhibit 6.03. RFP Team Responsibilities, 2023. Exhibit 6.04. RFP Function Headcounts: FTE Current and Anticipated During the Next 12 Months, 2023. Exhibit 6.05. RFP Writers' Key Qualifications and Skills, 2023. Exhibit 6.06. RFP Teams' Employee Retention Practices, 2023. Exhibit 6.07. Compensation Levels for RFP-Related Roles, 2023.	. 82 . 83 . 84 . 85 . 86 . 87 . 88	
Ch	Exhibit 6.01. RFP Function Reporting Relationship and Channel Designation, 2023. Exhibit 6.02. Structure of RFP Teams, 2023. Exhibit 6.03. RFP Team Responsibilities, 2023. Exhibit 6.04. RFP Function Headcounts: FTE Current and Anticipated During the Next 12 Months, 2023. Exhibit 6.05. RFP Writers' Key Qualifications and Skills, 2023. Exhibit 6.06. RFP Teams' Employee Retention Practices, 2023. Exhibit 6.07. Compensation Levels for RFP-Related Roles, 2023. Exhibit 6.08. How RFP Team Deliverables Are Assigned, 2023.	. 82 . 83 . 84 . 85 . 86 . 87 . 88 . 89	

Cł	napter 7: RFP, RFl, and DDQ Trends	. 93
	Exhibit 7.01. Changes in RFP, RFI, and DDQ Volumes, 2022 vs. 2023 and 2023 vs. 2024E	. 96
	Exhibit 7.02. Anticipated RFP Volume by Institutional Segment Over the Next Three Years, 2023	. 97
	Exhibit 7.03. Anticipated Change in RFP Volume by Asset Class, 2023	. 98
	Exhibit 7.04. Turnaround Time Goals for RFPs, RFIs, and DDQs, 2023	. 99
	Exhibit 7.05. Success in Meeting Turnaround Time Goals, 2023	100
	Exhibit 7.06. Factors Impacting Meeting RFP, DDQ, and RFI Deadlines, 2023	101
	Exhibit 7.07. Finals and Win Rates for New RFPs, 2022 vs. 2023E	102
	Exhibit 7.08. Capabilities Considered Most When Using Third-Party RFP Software or Sharepoint, 2023	103
	Exhibit 7.09. Most Challenging Aspects of Sourcing Data and Maintaining Consultant Databases, 2023	104
	Exhibit 7.10. Perceived Importance of Specific Databases, 2023	105
	Exhibit 7.11. Use of Automation Tools, 2023.	106

Appendix		
Appendix 1. Mercer		
Appendix 2. Callan	108	
Appendix 3. Willis Towers Watson	109	
Appendix 4. AON	110	
Appendix 5. Bank of America	111	
Appendix 6. RVK	112	
Appendix 7. Meketa	113	
Appendix 8. NEPC	114	
Appendix 9. Wilshire	115	
Appendix 10. Russell Investments	116	
Appendix 11. PPCmetrics	117	
Appendix 12. CAPTRUST	118	
Appendix 13. Verus	119	
Appendix 14. Rocaton		
Appendix 15. Segal Marco	121	