Talent Mgt meeting 2022

* **Discussion Questions:** NAREIM members will discuss challenges encountered and lessons learned from implementing new return to office procedures and policies and retention strategies; and brainstorm ways to better attract, retain and nurture talent at early-stage through senior levels. Discussion topics include:​
	+ **Retention:​**
		- Which retention strategies from last year paid off? Which were unsuccessful?
		- What exactly does burnout mean? How do we proactively address it?
		- What intangible benefits are being offered? Which are the most impactful?
		- Where is compensation at the entry- to mid-level (associate, VP) trending?
	+ **Return to work models:**
		- Have you made long-term decisions on a flexible or hybrid work model? How are you communicating your long-term work model to employees? What feedback are you receiving?
		- What are ways to keep people engaged, in a hybrid work environment?
		- What are you doing to design ways of working that boost engagement and productivity?
* **Thanks to our Talent Management Committee** for all their hard work in planning content and conversation for members not just in March but throughout 2022. To the chair and co-chairs: Lisa Kizina, National Real Estate Advisors and Charlotte Flores, BH Management and Brandy Fulton, Carmel Partners, as well as:
	+ Francesco Munaco & Robert L. Jones, Alidade
	+ Judy Capon, Barings Real Estate Advisors
	+ Justinn West-Wheatley, BentallGreenOak
	+ Sherrida Traynham, Clarion Partners
	+ Kate Oppenheimer, DivcoWest
	+ Angelique Kelly-Lara, Enterprise Community Investments
	+ Stacy Nyenbrink, Harrison Street Real Estate
	+ Tanya Franklin, ORIX Corporation
	+ Deena Goodman, PGIM Real Estate
	+ Amy Kirkpatrick, StoneRiver Company
	+ Jillien Miller & Frowene Rodgers, Waterton Associates