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