

2024 Talent Management Meeting

30th Floor, 123 N Wacker St, Chicago, IL 60606 | October 24

THURSDAY, OCTOBER 24	
8am	Breakfast
8:55am	<p>Welcome comments from the NAREIM Talent Management Committee:</p> <p>Chair: Sherrida Traynham, Clarion Partners</p>
9am	<p>Making the most of hybrid-remote work in a post-pandemic world</p> <p>Session leader: Megan Easley, VP, People Operations, Unico Properties</p> <p>How do real estate investment management firms and employees get the most out of hybrid-remote work and how do we measure performance? As we dive into the realities of hybrid work post-Covid, this session looks at how managers design, implement, and communicate realistic and effective policies addressing hybrid. A real-time survey will kick off a session that will also include a table exercise, followed by whole-room discussion on the latest challenges and opportunities of hybrid-remote, including:</p> <ul style="list-style-type: none"> • <i>Process & technology. How are we communicating around and executing on hybrid?</i> • <i>Culture & training. How are managers fostering intra-firm relationship-building and how are firms training managers to lead remote and hybrid teams</i> • <i>Junior talent. What are the best strategies to onboard and support new hires in a hybrid-remote environment</i>
10am	Break
10:20am	<p>Engagement in a low comp world: Employee engagement strategies that have impact in a downturn</p> <p>Session leader: Noemi Herrera, HR Director, Prologis</p> <p>Speakers: Kristen Greenwood, SVP Human Resources, AEW Capital Management; Crystal Frey, SVP, HR, Continental Realty Corporation</p> <p>Compensation matters — but in a downturn, you don't have the flexibility to change comp to incentivize employees. So, in today's market, how are real estate investment managers engaging employees? What other tools are proving impactful? Through group work and case studies, members ask the following questions:</p> <ul style="list-style-type: none"> • <i>What are the top 2 issues or trends raised by employees in the past 2 years?</i> • <i>What are the most impactful strategies dealing with generational differences and career development and training?</i> • <i>How are firms using engagement survey data?</i>
11:15am	Break
11:35am	<p>Structuring internship programs for the next gen — and improving conversion odds</p> <p>Session leader: Aimee Hughes, Director, Cabot Properties</p> <p>Speakers: Mason Parks, Analyst, Investments & Asset Management, Cabot Properties; Elizabeth Dunleavy, Senior HR representative, Cabot Properties</p> <p>NAREIM members deep dive into how they've structured internship programs within their firms. This session will explore how firms think about core objectives for their internship programs, and how those objectives might differ between C-suite, HR, and the interns themselves. A whole-room Q&A will explore the topics of getting buy-in on intern recruitment, program structure, and budgets.</p>
12:30pm	Lunch

2024 Talent Management Meeting

30th Floor, 123 N Wacker St, Chicago, IL 60606 | October 24

THURSDAY, OCTOBER 24 *continued*

1:20pm	AI & machine learning: The impact on job design & the need for HR to have a seat at the table
	<p>Session leaders: Lisa Giangrande, SVP, Senior HR Business Partner, Clarion Partners; Heather Nelson, Talent Acquisition Manager, Harrison Street Real Estate Capital</p> <p>Speaker: Dr Solange Charas, Columbia University, Professor of Practice Research Fellow, The Conference Board Founder and CEO of HCMoneyball and human capital consultant</p> <p>AI and machine learning is here and it's here to stay — but how do real estate investment managers embrace this new technology in the best possible way, particularly as guardians of talent and the employee experience? Together with Dr Solange Charas, Columbia University Professor of Practice and Research Fellow at The Conference Board, members dive into the evaluation and incorporation of AI and machine learning in the workplace and within HR — and how talent leaders need to have a seat at the table in setting the governance around AI use.</p>
2:40pm	Break
2:50pm	Professional development workshop: Executive presence for talent leaders
	<p>Session leaders: Sherrida Traynham, SVP, Human Resources, Clarion Partners; Courtney Brooks, VP, Talent, Waterton Associates</p> <p>Speakers: Mike Cordingley, Managing Director, Ferguson Partners; Courtney Calinog, Senior Director, Ferguson Partners</p> <p>The role of HR and Talent leaders has changed dramatically in the past decade. Today, HR and Talent teams are critical components to the strategic direction of the real estate investment management firm. But when do HR and Talent leaders get their own professional development? In this interactive workshop session, NAREIM members are led in an executive coaching session covering:</p> <ul style="list-style-type: none"> • <i>Executive presence and communication. How do you hone your communication skills to not only deliver messages — but also enhance the importance of you and your role with the leaders in your firm.</i> • <i>Communication styles. How are you leaning into key communication skills to increase the impact of your meetings</i>
4pm	End of meeting

2024 TALENT MANAGEMENT COMMITTEE

NAREIM thanks the 2024 Talent Management Committee members, including:

Co-Chair: **Charlotte Flores**, BH Management

Co-Chair: **Sherrida Traynham**, Clarion Partners

Justinn West-Wheatley, BGO

Charlotte Flores, BH Management

Aimee Hughes, Cabot Properties

Lisa Giangrande, Clarion Partners

Heather Nelson, Harrison Street Real Estate Capital

Noemi Herrera, Prologis

Megan Easley, Unico Properties

Courtney Brooks, Waterton Associates