



INNOVATION IN DISRUPTION

AMCs Engaged!

OUR INNOVATORS



*Constance Wrigley-
Thomas CAE*
Owner/CEO
*Essentient Association Management
& Events*



Andy Schwarz, CAE
Assistant Vice President,
Public Relations
MCI USA



Bob Hamm
Senior Account Manager
Omnipress



MEMBERSHIP

NAIOP

COMMERCIAL REAL ESTATE
DEVELOPMENT ASSOCIATION

GREATER TORONTO  CHAPTER



ESSENTIENT

ASSOCIATION MANAGEMENT

NAIOP

COMMERCIAL REAL ESTATE
DEVELOPMENT ASSOCIATION

GREATER TORONTO  CHAPTER

- Member engagement and retention + attract new members.
- Access to senior members to help advance careers.
- Industry succession management
- Mentorship is a powerful way to fast-track transference of knowledge to emerging talent.
















HOME MENTEE REGISTRATION FORM MENTOR PORTAL **NAIOP** MY SESSIONS HOW MENTEES & MENTORS CONNECT LOGIN

MENTORSHIP PROGRAM GREATER TORONTO CHAPTER

Annually the NAIOP Chapter conducts the Mentorship Program, providing Developing Leaders with valuable opportunities for personal and professional growth through focused, one-on-one networking sessions with leaders in the commercial real estate community. The program is offered as a benefit of membership with the association. Developing Leaders who are members of NAIOP are invited to participate as mentees.

At a specified date and time, the mentorship session-booking process is launched. That is when mentees begin booking meeting dates with selected mentors.

DEVELOPER INVESTOR OWNER BROKER PROPERTY MANAGER

<p>Jeremy Fraser</p>  <p>Riverside Developments Ltd.</p> <p>1 Sessions Available</p>	<p>William Adams</p>  <p>Adams Properties Inc.</p> <p>0 Sessions Available</p>	<p>Sokanon Gagnon</p>  <p>Dreman Construction</p> <p>0 Sessions Available</p>	<p>Liam Bailey</p>  <p>KS+A Architects Inc.</p> <p>1 Sessions Available</p>	<p>Lanfen Lee</p>  <p>Tribute Research Company</p> <p>3 Sessions Available</p>
<p>Cooper McIntosh</p>  <p>Superior Properties Group</p> <p>0 Sessions Available</p>	<p>Jason Watt</p>  <p>Nintex Retail Management Ltd.</p> <p>1 Sessions Available</p>	<p>Sandra Smyth</p>  <p>Mason Realty Inc.</p> <p>5 Sessions Available</p>	<p>Daniel Catta</p>  <p>Chasticle Realty Services</p> <p>0 Sessions Available</p>	<p>Mary Hodgson</p>  <p>Workspace Solutions</p> <p>0 Sessions Available</p>
<p>Tim Poupore</p> 	<p>Andrea Caron</p> 	<p>Robert Neilsen</p> 	<p>Rachel McGrath</p> 	<p>Kevin Andersen</p> 

HOME MENTEE REGISTRATION FORM MENTOR PORTAL **NAIOP** MY SESSIONS HOW MENTEES & MENTORS CONNECT LOGIN

DEVELOPER

Jeremy Fraser

Riverside Developments Ltd.

5 Sessions Available

PROPERTY MANAGER

Lanfen Lee

Tribute Research Company

0 Sessions Available

Mary Hodgson

Workspace Solutions

0 Sessions Available

Tim Poupore


Andrea Caron

Robert Neilsen

Rachel McGrath

Kevin Andersen

Angela Halbrook



Angela holds the position of Senior Director, Legal Services at Acme Realty Inc. and has been with the organization since 2007. Prior to Acme Realty, Angela was Legal Counsel at TechnoCentres.

Her practice encompasses all areas of commercial leasing matters, including lease negotiations, interpretation and enforcement for premier retail and office assets. Angela also handles various corporate and operational matters, including drafting and negotiating a wide variety of commercial agreements.

As in-house counsel, Angela understands risk management and working towards an organization's broader goals and objectives.

Sessions: Click to book.

Available Session (even if the date is past) Booked session (unavailable)

Tues Aug 20, 2019

Wed Sept 11, 2019

Thurs Oct 17, 2019

Mon Nov 4, 2019

Thurs Dec 12, 2019

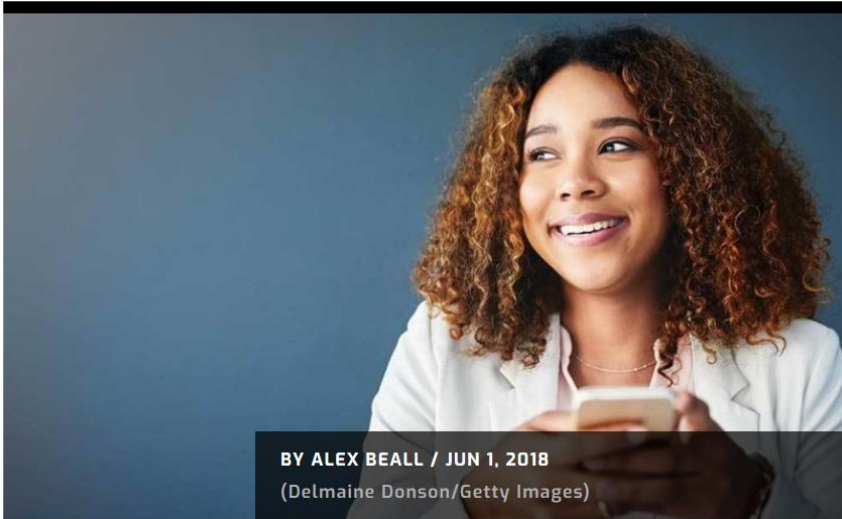
Your Board wants to launch
a mentorship program ... soon



How Do
I Start ?

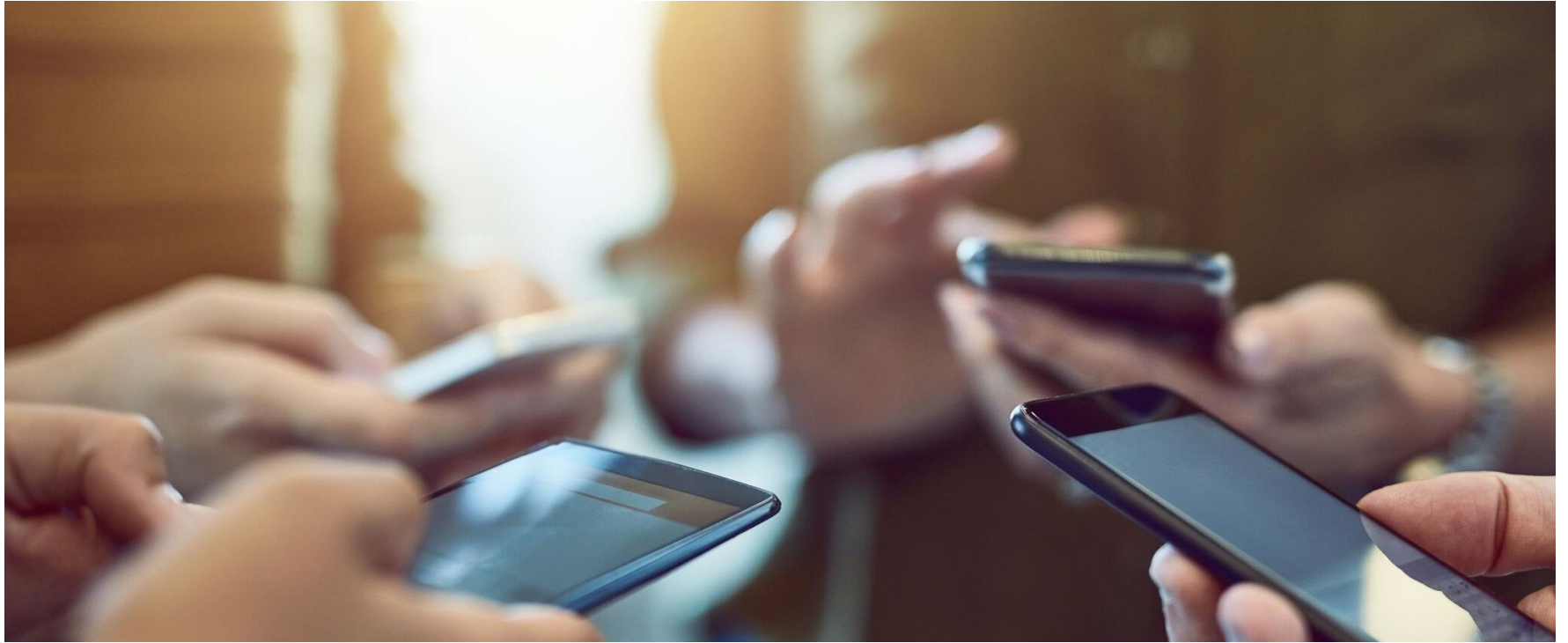
TECHNOLOGY

APP HAPPY: WHY ASSOCIATIONS ARE EMBRACING APPS



BY ALEX BEALL / JUN 1, 2018
(Delmaine Donson/Getty Images)

www.mentorshiprocket.com



CONTENT COMMUNICATIONS

2015 RELEASE STRATEGY



7- 9 Research Papers



For Immediate Release:

**IRF Study Reveals High Rates of Change to
Incentive Program Design to
Comply with U.S. Federal Regulations**

The Incentive Research Foundation is pleased to announce the release of its signature study [2015 U.S. Federal Regulations and Non-Cash Awards](#). The IRF's research into program owners' understanding of U.S. regulatory and tax requirements reveals a high rate of change in incentive program design due to a perceived need to make accommodations to comply with regulations.

MAKE RESEARCH MORE ACCESSIBLE

RESEARCH » CHANNEL PARTNERS

What Top Performing Financial Services Firms Do Differently for Incentives and Rewards

BY INCENTIVE RESEARCH FOUNDATION · JUNE 13, 2019

Downloads

[Reference Deck: The IRF Top Performers Study: Financial Sector](#)

[White Paper: The IRF Top Performers Study: Financial Sector](#)

OVERALL FINDINGS FOR TOP PERFORMING FINANCIAL SERVICES FIRMS

Executives at top performing financial services firms are significantly more likely than those at average performing firms to:

- Regard their reward and recognition programs as a *competitive advantage* (52% more likely).
- Believe that rewards and recognition are a critical tool in managing the performance of the company (27% more likely).
- Strongly agree that their reward and recognition programs are effective retention tools (36% more likely).

Top performing financial services firms were also more likely than average performing firms to:

- **Consolidate:** Although almost 60% of top performing financial firms maintain multiple programs designed under a common theme, they are significantly more likely than average firms to have a single program across the company (59% more likely).
- **Collaborate:** Top performing financial firms are more likely to design and manage programs with strong collaboration among multiple departments (20% more likely).
- **Control:** Top performing financial firms are nearly twice as likely as average performers to centralize all non-cash rewards activity and manage it top-down.
- **Reach:** Top performing financial firms are more likely to structure their programs with the goal of reaching each participant versus only recognizing the top performing individuals in the organization (29% more likely).

GROW RESEARCH TOOLS & ASSETS



MONETIZE THE RESEARCH

Three central messages emerge from this paper:

- 1** If incentives are used as the sole motivator and dangled continuously like a carrot to coerce behavior or action, their effect is diminished. Professionals must consider the wider motivational environment.
- 2** When rewards are designed to reinforce recognition, they play a vital role in supporting the universal human motivators of purpose, autonomy, connection and learning.
- 3** The benefits of non-cash rewards programs include significant intangible value. Although difficult to measure, they may rival a program's financial impact. Be sure to estimate the impact and value of the intangible benefits and report them.

Thank you to our Research Advocacy Partner



HAWK
INCENTIVES

SEGMENT AUDIENCE & CUSTOMIZE MESSAGES



In House Incentive
Program Owners



Incentive Houses

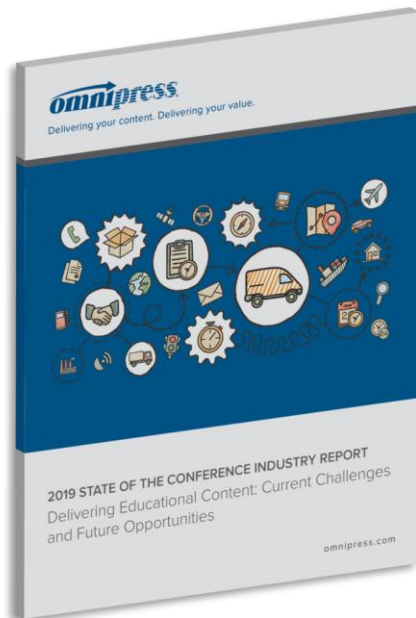


Incentive Suppliers

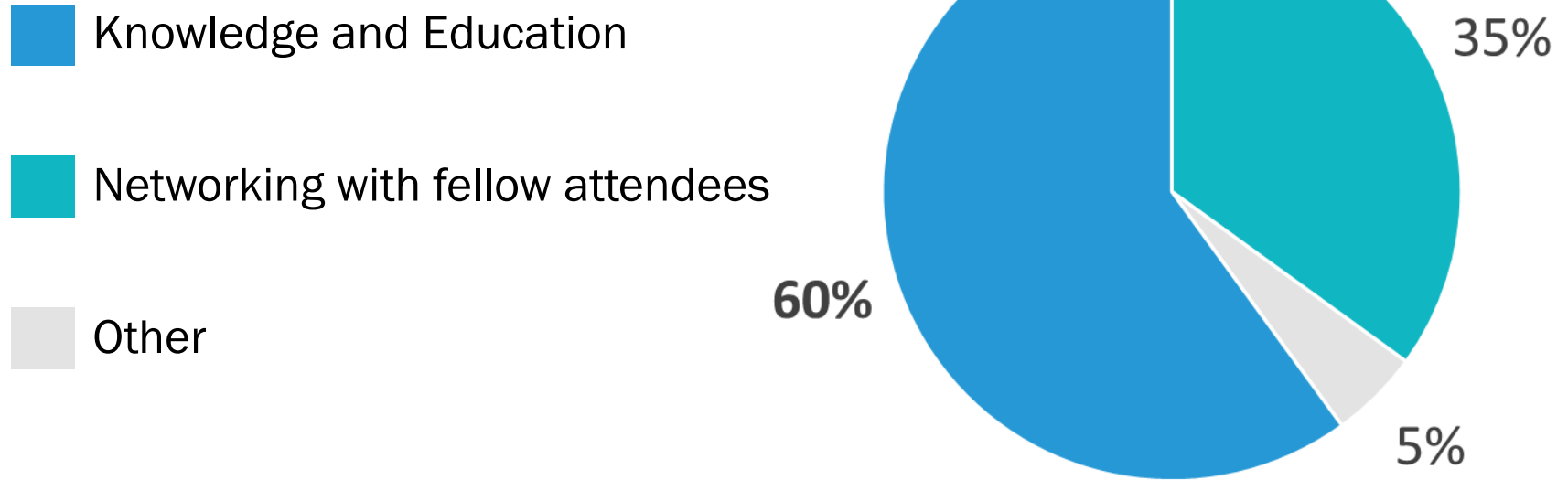


EDUCATION

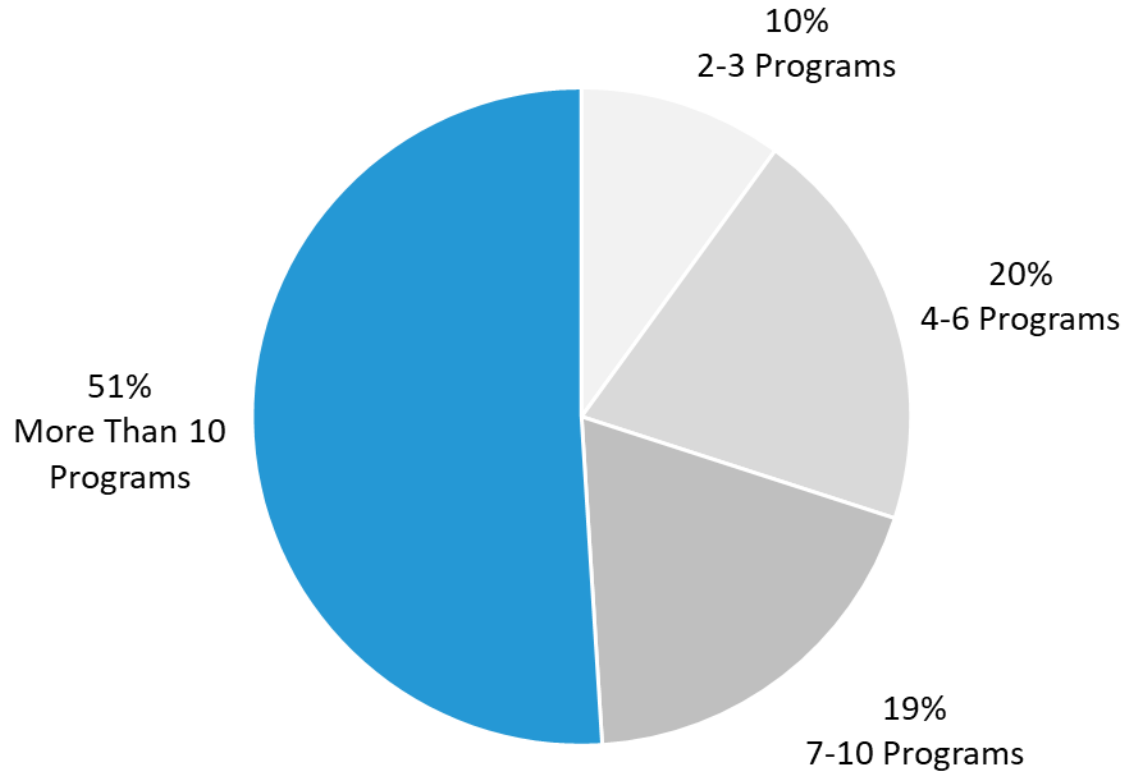
TWO INDUSTRY REPORTS



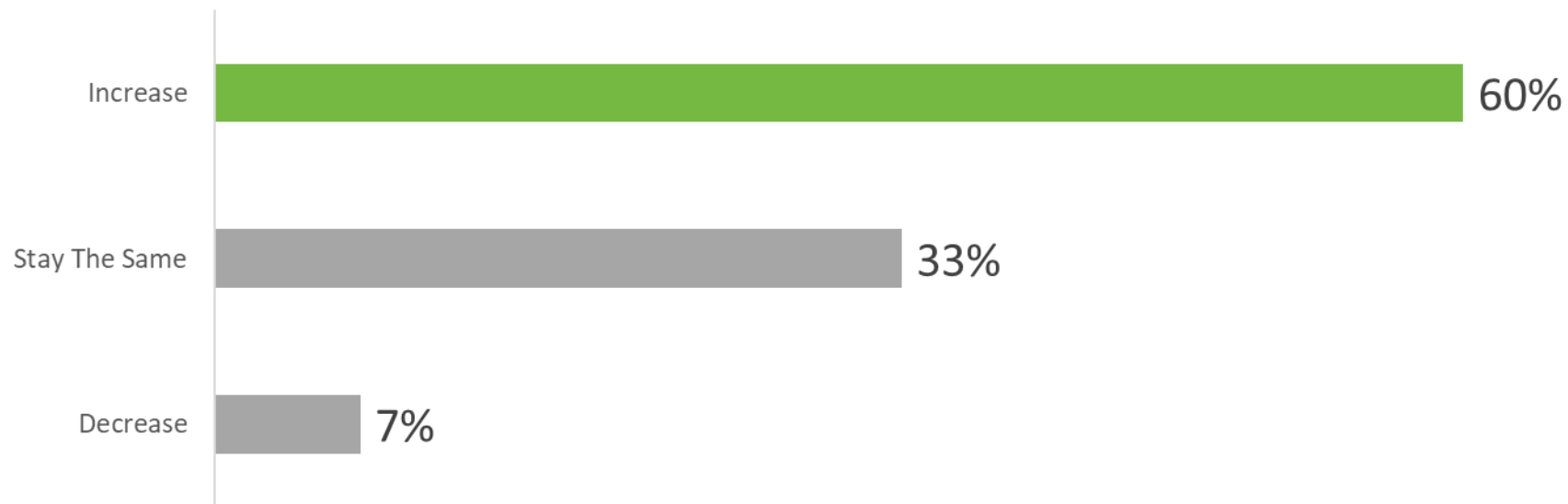
KNOWLEDGE AND EDUCATION



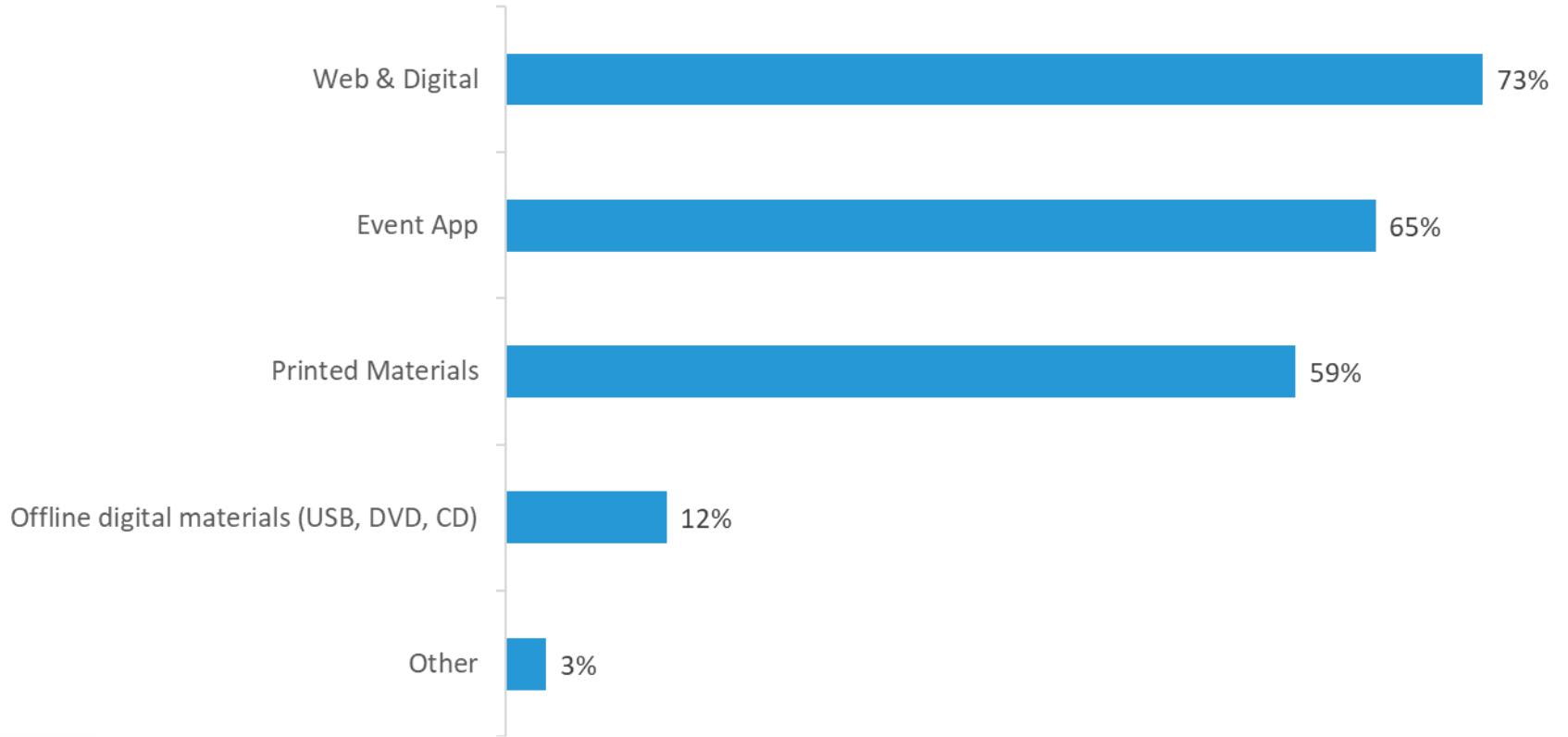
HOW MANY DIFFERENT EDUCATIONAL PROGRAMS DO YOU OFFER?



HOW DO YOU EXPECT THE NUMBER OF PROGRAMS TO CHANGE IN THE NEXT YEAR?



HOW ARE MEETING PROFESSIONALS DELIVERING CONTENT TO ATTENDEES?

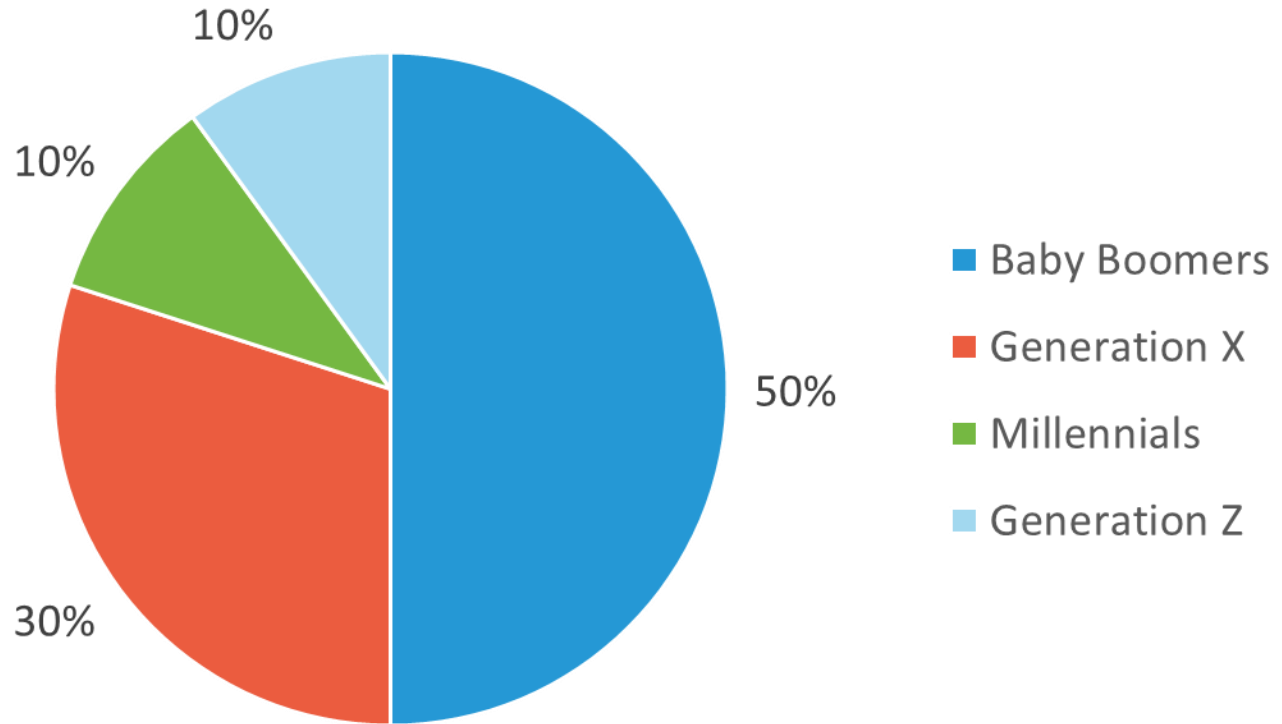


LEARNERS ARE MORE DIVERSE THAN EVER

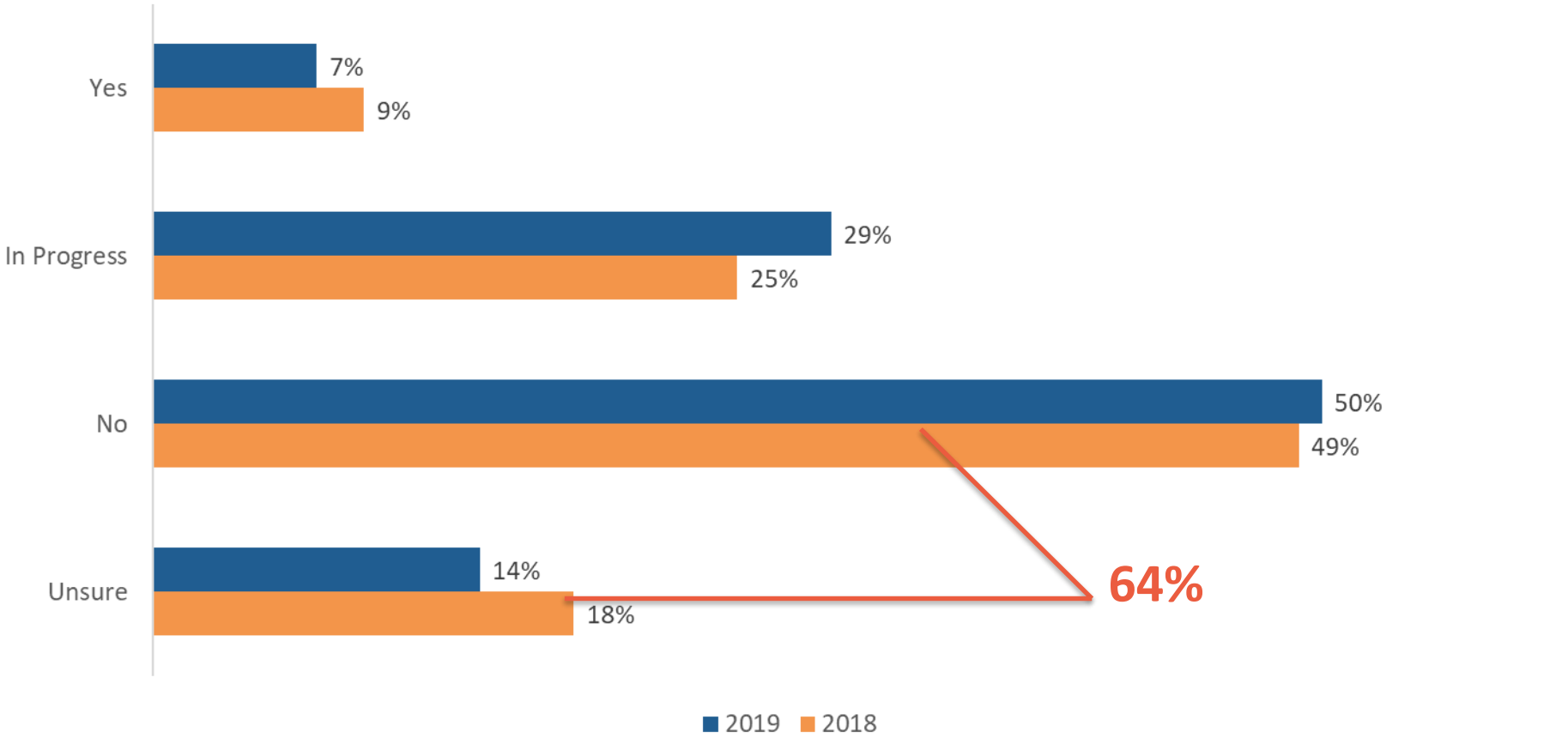
- Four generations in the workplace
- Technology has created more options
- Wider set of learning preferences



PERCENTAGE OF MEMBERSHIP BY DEMOGRAPHIC

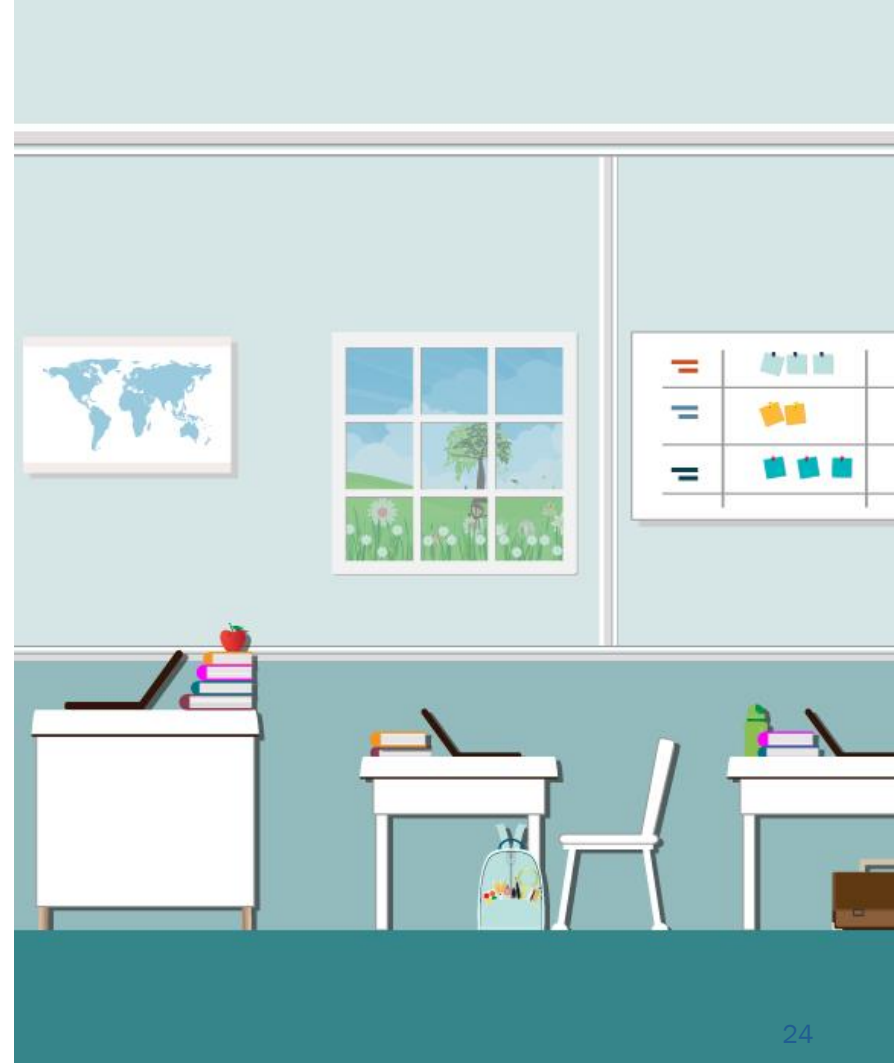


HAVE YOU DEVELOPED A STRATEGY TO ADDRESS THE NEEDS OF GENERATION Z?



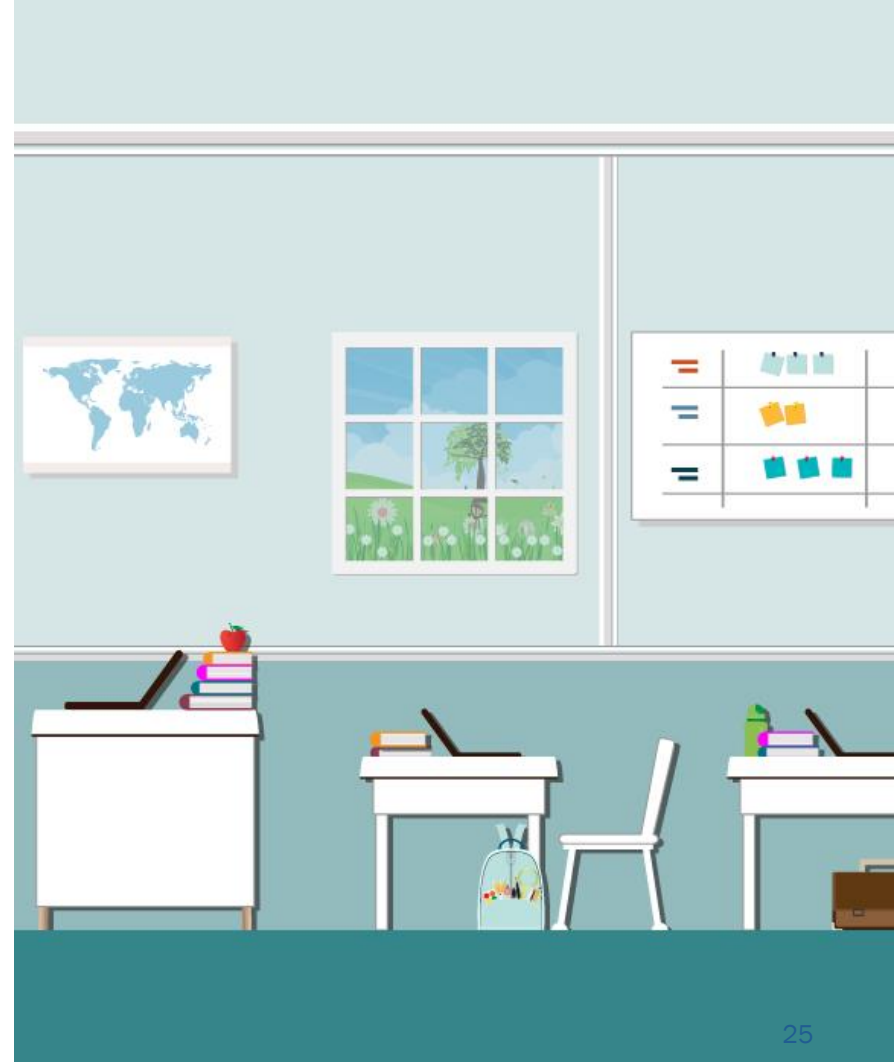
SCHOOL AGE LEARNERS OF TODAY WILL SOON BE THE ADULT LEARNERS OF TOMORROW

- The K-12 classroom has changed
- Programs and content delivery must evolve to meet their needs and expectations



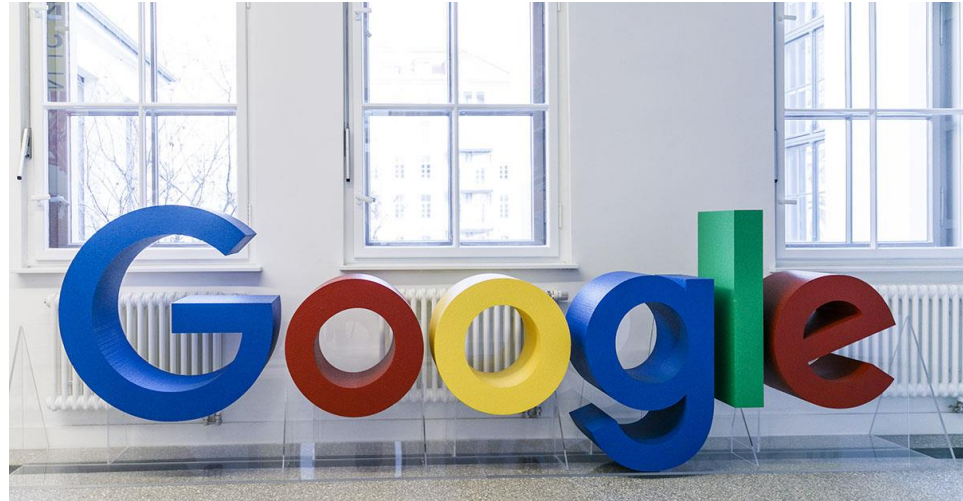
SHIFTS IN K-12 EDUCATION

- Curriculum
- Roles
- Student choice
- Technology
- Assessment



BEHEMOTH COMPETITION

- Discoverability
- Just-in-time learning
- Micro learning
- Multiple formats
- Vetted information



(Photo by Carsten Koall/Getty Images)

- Knowledge is important
- Learning is changing
- Discoverability is critical
- Need to start (if you haven't)



THANK YOU

omnipress.com/asae2019

- Download reports
- Find links to articles
- Stop at booth 1423 to learn about the “More” Effect on Educational Content





PANEL Q & A



THANK YOU!