

Leadership

Recipes for Success

NATIONAL ASSOCIATION OF REALTORS®

**LEADERSHIP
SUMMIT**





Question:

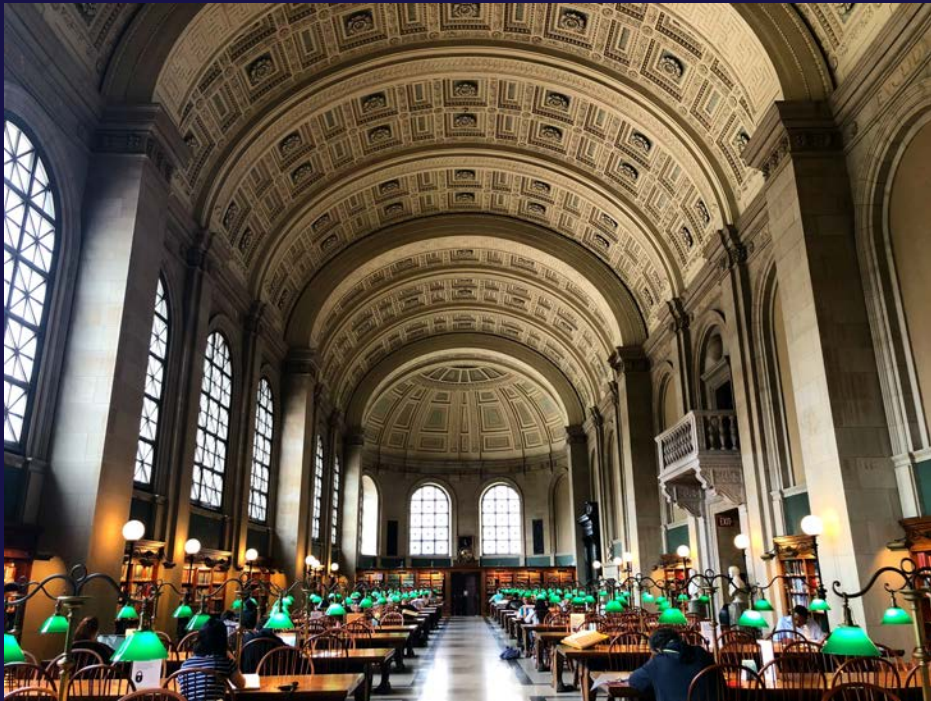
- How do we effectively LEAD in 2019?
- Can we see and think beyond ourselves?

I-Leadership: The Heritage of the National Association of Realtors



Leadership Truths:

Leadership Truth 1: REALTORS HAVE BUILT Organized REAL ESTATE



- Multi Listing Service
- Code of Ethics
- Appraisal Standards
- Comparative Market Analysis
- Transparent Markets
- Title Insurance
- Recorded- Searchable Public facing Ownership Records

Leadership Truth 2: REALTORS. THE TRUE DISRUPTERS

FOR MORE THAN a Century:

Realtors have been disrupting... Experimenting
and Pushing the limits.

REALTORS DELIVER VALUE TO CONSUMERS.

We as leaders can have the potential to design
and write the future....





**Leadership Here and Now
Recipes and Ingredients**

Ingredient 1:

Curate Bold Ideas- Strategies

Openness to other people and ideas

Curating ideas and discussion

Stepping out of yourself and putting other people and their perspective before yours

Embrace **INCLUSITIVITY**--- Superior Outcome



Ingredient 2: Realtor Success

- ✓ Great Leaders: FOR their members
- ✓ Measurement is Realtor Success
- ✓ Define Success Broadly Not just \$
- ✓ Goal: Superior Consumer Experience
- ✓ For the Clients-Customers & Our Members

Ingredient 3: Active Listening:

Great leaders listen and question: measure and evaluate situation

This is **before** they move to fix or solve

With members, feedback can be focus groups and surveys,

Both are tools to introduce new programs and measure success



Ingredient 4

PASSION:

GREAT leaders lead with their hearts

Great leaders execute with their minds

Authentic leadership beats
perfect packaging every time.



Ingredient 5:

- Humility
- It's not about you:
- It's about us and our mission

Video slide: see placeholder box for media

Ingredient 6 : RESPECT TIME

— Respect everyone's time.

Money and Things are replaceable.
Time is not.

Practical Application/Tactics:

No unnecessary meetings


Start on Time

Create Momentum

FINISH ON TIME!

...





Leadership is a learned skill not a birth trait

Experience is the teacher.
Practice, Trial and Error
Ask Mentors for Help.
A secret for you:

Ingredient 7

A person in a dark jacket and shorts stands on a rocky shore, looking out at the ocean during a sunset. The sun is low on the horizon, casting a golden glow across the sky and water. The sky is filled with soft, colorful clouds. The water is calm, reflecting the light from the sun. The rocks in the foreground are dark and wet, with some moss or seaweed. The overall mood is contemplative and serene.

Ingredient 8: Owning Failure

Success has many parents,

Failure is an orphan!

Your teams success is the result of everyone...share
the credit.

Team failure rests on shoulders of the
President...The Chair...that is you!

You can get to fix,
before you assess blame!

Ingredient 9: Leadership



Your most important role as leader: To identify, train, mentor and support your successors.
(even if you do not like them)

Choose the best People for your team:

Leadership timeline:

Volunteer

Follow

Learn

Collaborate

Lead

Get out of the way



Ingredient 10: GRATITUDE

- ✓ EXPRESS Appreciation
- ✓ Most Important Phase:
Thank you

KNOW your WHY:

Here is mine:



THANK YOU.



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