

DAY 1	TUESDAY, OCTOBER 13
Returning to the office — best practices & quick-wins	
Returning to the office — and the strategies and policies put in place to help people return and remain remote — could prove to be the biggest tool investment managers employ in retaining their best talent. We will benchmark internal employee survey responses to Covid through live polling and whole room discussion.	
4:00pm	Welcome comments
	Stina Dakers , Head of programming, NAREIM
4:15pm	Peer-to-peer conversations with live polling
	<p>Topic A: Where are you now? What lessons have you learned?</p> <p>NAREIM leader: Justinn West-Wheatley, People and Talent Business Partner, BentallGreenOak</p> <ul style="list-style-type: none"> • <i>How have your employees rated communication from your firm's leadership?</i> • <i>How would your employees rate engagement with manager and senior leaders?</i> • <i>How productive would you rate your remote employees?</i> • <i>What have been the biggest barriers to productivity with remote working?</i> • <i>Has your firm published governance documents/guides to clarify expectations?</i> • <i>What are your plans for working parents?</i> <p>Topic B: As we look ahead, what strategies are you putting into place?</p> <p>NAREIM leader: Stacy Nyenbrink, Managing Director and Chief People Officer, Harrison Street</p> <ul style="list-style-type: none"> • <i>Are you providing Covid testing? Is there a mask mandate?</i> • <i>What percentage of your employees are currently fully remote, partially remote, fully back in office?</i> • <i>If you were to reopen next week, how will employees feel about returning to work?</i> • <i>What are the protocols if someone in your building contracts Covid?</i> • <i>What is your target date for having at least 50% or more of your workforce back into the office?</i> • <i>Are you offering flexible work schedules more permanently?</i> <p>Topic C: What's on your mind?</p> <p>NAREIM leader: Brandy Fulton, Senior Vice President, Human Resources, Carmel Partners</p> <ul style="list-style-type: none"> • <i>How are you doing your job effectively?</i> • <i>Have strategies changed around onboarding, retention and off-boarding?</i> • <i>How will you train and develop your workforce?</i> • <i>How are you conducting performance reviews?</i>
5:30pm	Peer networking
	<p>Welcome comments</p> <p><i>Format: Small group breakouts, randomly rotated after 20-minutes</i></p>

DAY 2		THURSDAY, OCTOBER 15
Inclusive leadership		
Inclusive leadership is a critical capability to navigate during this pivotal time in our history. In this session, we will discuss how to leverage diverse thinking in a workforce with increasingly diverse markets, customers, and talent, along with the challenges, best practices and tools to equip your C-suite and drive business impact.		
4:00pm	Welcome comments	
	NAREIM leader: Dave Kutayah , Managing Director & Head of HR, Clarion Partners	
4:05pm	How to train your Executive Officers to have the conversations they don't want to have	
	Regina Curry , Chief Diversity Officer, Franklin Templeton	
	<ul style="list-style-type: none"> • <i>Regina Curry, Franklin Templeton's diversity chief, will guide attendees through the key strategies and tools needed to train C-suite and Executive Officers on how to prepare for conversations on diversity, racial and social equity.</i> • <i>Real-life case studies of what to say in different situations.</i> • <i>Attendees will discuss and practice strategies in breakout groups of no more than 6 people, before reporting back on solutions that work — and don't work — for real estate investment managers.</i> 	
5:15pm	Peer networking	
	Welcome comments	
	Format: Small group breakouts, randomly rotated after 20-minutes	

2020 PLANNING COMMITTEE MEMBERS

Jennifer Licciardi, Berkshire Residential

Justin West-Wheatley, BentallGreenOak

Brandy Fulton, Carmel Partners

Dave Kutayah, Clarion Partners

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Stacy Nyenbrink, Harrison Street (Chair)

Darlin Scelzo, LaSalle Investment Management

Lisa Kizina, National Real Estate Advisors