

The National Association of REALTORS® Signature Speakers Bureau



The following pages contain bios and contact information for speakers that have been vetted by the National Association of REALTORS®, and is intended to solely be a resource for state and local associations when researching potential speakers or facilitators.

Please contact any speaker directly for more information.
If you have a speaker you would like NAR to review for inclusion, please contact Leslie Pearsall at lpearsall@realtors.org

Dan Andrews



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Topics:

- Estimating Market Value of Commercial Property
- Creating DYNAMIC Commercial Listing Presentations
- Techniques for Leasing Commercial Property

Dan is President of Commercial Real Estate Advisors, LLC and is Director of Commercial Business Development with RE/MAX New Image in Saginaw, Michigan. Approved by the Florida, Indiana and Michigan Real Estate Commissions to instruct commercial real estate courses for CE credits, Denver-based RE/MAX, LLC retained Andrews to author and develop the RE/MAX Accredited Commercial Professional™ (ACP) training program, How to Successfully List and Sell Commercial Real Estate and the publication, Guide to Leasing Commercial Property. Andrews has a Bachelor of Science degree from Virginia Tech and is a former adjunct faculty member and past director of the University of Michigan Extension Service Real Estate Education Program. With over 25 years of diversified real estate and management experience, he has leased, listed and sold millions of dollars in real estate.

Eric Boles



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Topics:

- Moving to Great
- Leading & Selling in the New Reality
- Fearless Leadership/Selling
- Increasing Human Effectiveness
- Techniques for Leasing Commercial Property

Eric Boles is President of The GAME CHANGERS Inc., a training and consulting company based in Lakewood, WA whose Leadership, Team and Organizational Development processes are used by some of the most recognized and successful companies in the world and have helped shape over a half a million successful leaders, managers and employees. His clients include Starbucks Coffee, Boeing, Microsoft, NASA, Alaska Airlines, AFLAC, Dunkin Donuts, State Farm Insurance, U.S. Air Force and the U.S. Army Rangers. Eric Boles is also a highly acclaimed keynote speaker, executive coach, trainer and consultant. Eric addresses nearly 100,000 men and women each year—on the subjects of Leadership, Team, and Personal Effectiveness. Eric learned many of these high performance principles from his experiences in the National Football League (NFL) while playing with the New York Jets and Green Bay Packers.

Vic Bruno, SIOR



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Topic:

- Economics

Vic Bruno is President and Qualifying Broker of Vic Bruno Co. His lifelong career since completion of his undergraduate degree at the University of New Mexico has been in the commercial real estate sector. He has been a provider of industrial, office & commercial real estate consulting, advisory, managerial, and transactional services for Corporate America since 1973. His transaction volume is in excess of \$100 Million and his clients include many in the Fortune 500, often in cooperation with fellow SIORs in the U.S. and Canada. Vic is a Co-Author of the SIOR® Code of Ethical Principles and Standards of Professional Practice and the SIOR® Ethics Curriculum, which he has presented in the U.S. and Canada on behalf of the Society.

He is a trained mediator and arbitrator and provides expert witness services in legal cases involving real estate licensee standards of care. He is a founding member, past president and REALTOR® of the Year of the Commercial Association of REALTORS® – NM and is the principal founder and past president of the Real Estate Education Foundation of NM. Currently, Vic serves on the Board of Directors of Rio Grande Foundation, a non-partisan public policy research institute dedicated to the principles of individual freedom, limited government and economic prosperity.

Cindy Chandler, CCIM, CRE



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Topics:

- Fundamentals of Commercial Real Estate
- Legislative and Regulatory Issues in Commercial Real Estate
- Risk Management for Commercial
- Practitioners Anatomy of a Deal

Cindy Chandler has her own consulting and training company, The Chandler Group, and has worked for numerous organizations in the areas of investment real estate, syndication, strategic planning, management, and marketing. She was formerly associated with The Cogdell Group, The Crosland Group and Paragon Group with responsibilities in commercial real estate in the areas of syndication, development, brokerage, property management and training.

Cindy has been in real estate for over 30 years and is the author of "The Insider's Guide to Commercial Real Estate" published by Dearborn/Kaplan Publishing. In addition, Cindy has served in various leadership roles for National Association of REALTORS® including the 2010 Liaison, Commercial and Business Specialties.

Todd Clarke, CCIM



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Topics:

- The future of Real Estate
- Marketing with Technology and Social Networking
- Advanced Market Analysis

Todd Clarke, CCIM, is a fourth generation Commercial REALTOR® and a second generation CCIM designee who owns NM Apartment Advisors, Inc., a regional apartment brokerage firm, and Cantera Consultants & Advisors, a full service international consulting firm.

Todd is an award winning international CCIM instructor who has authored and taught courses around the globe to thousands of students. His courses are energetic, dynamic and focused on adding value to the client. Todd is also recognized as a technology guru/writer/instructor that has had success taking the leading edge in tech and applying it to commercial real estate.

Todd has also won numerous awards for teaching, marketing, and for his volunteer time. He was the founder of the Commercial Association of REALTORS® in New Mexico, a past president of the New Mexico CCIM chapter and has served the CCIM institute in dozens of volunteer positions including Chair of Technology, Chair Body of Knowledge, CCIM Course Chair and many more.

Doug Devitre



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Topics:

- Power Prospecting and Renewing Commercial Referrals Using Social Media
- Build Organizational Value Using Low-Cost Methods

Doug Devitre, CIPS, helps real estate agents, brokers REALTOR® Associations, and educators use the latest technology to save money and time to deliver value to their target audience. He has been hired in 32 states and counting working for multiple divisions of the National Association of REALTORS®, state associations, and local boards delivering seminars, continuing education, and instructor development workshops.

Doug is a regular consultant for the Houston Association of REALTORS® and has succeeded in eliminating unnecessary overhead, saved staff time, and communicated valued-added member services through multiple media channels. He is a past Business Leader of the Year of the Maryland Heights Chamber of Commerce, Entrepreneur of the Year of the University of Missouri Business School and recent inductee into the National Association of REALTORS® Real Estate Buyer's Agent Council (REBAC) Hall of Fame.

Mark G. Dotzour, Ph. D



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Topics:

- The Economic Outlook for Commercial Real Estate
- Investors and Business Decision Makers
- The Economic Outlook for the Residential Market
- The Economic Outlook for Commercial Real Estate Markets

Mark Dotzour is currently the Chief Economist of the Real Estate Center at Texas A&M University. He delivers about 100 speeches each year to a wide variety of audiences. His goal for each of his presentations is to synthesize global, social, and economic trends to give his audience a tool kit of factual information to help them make good investment and business decisions. His audiences include virtually every facet of the real estate industry, and accountants, wealth managers, bankers, private equity funds and foundations. Each presentation is individually tailored to meet the needs of the audience.

Holly Duckworth



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Topics:

- Strategic Visioning
- Leadership
- Volunteerism

Holly Duckworth, CAE, CMP is the future of leadership, an experienced association professional and meeting professional and meeting expert. Holly is a business leader delivering powerful business strategy insight to organizations across the United States. Her company, Leadership Solutions International drives sustainable leadership, volunteer training and strategic planning for trade associations and non-profit groups. As home to Board of Director University™, Leadership Solutions International is your one stop solution center for board training and leadership coaching. Holly currently serves as President Elect of the National Speakers Association Oregon and Chair for the American Society of Association Executives (ASAE) Component Relations Professionals Council. Holly is a teacher, author, blogger and tweeter and gives 100% to her client satisfaction

Barry Elms



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Topics:

- Mastering the Art of the Deal
- What Makes a Winner Tick- Leadership Skills
- Success Strategies for Real Estate Professionals

Barry Elms, President of Strategic Negotiations International, is acclaimed by many as "America's business coach in negotiation skills." In the last 20 years, Barry has given more than 2,000 presentations to corporations and associations worldwide, including the National Association of REALTORS®, the Wisconsin REALTOR® Association, Vermont Commercial Investment AOR and many more. His energetic and dynamic style, backed up by exciting and relevant material, receives rave reviews every time. As well as being a world - class speaker, Barry has also worked in sales, finance, and customer service and as CEO of corporations in Europe and America

Sam Foster



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Topics:

- "A New Set of Eyes" – Developing a Prosperous Tenant Representation Practice
- "Through a Glass Darkly" – "The Commercial Asset Class Where all is about to Change – Warehouse and Distribution
- "Standing on the Shoulders of Giants" – Predicting Change in your Local Commercial Real Estate Market

Sam Foster, CCIM is an Executive Vice President with Jones Lang LaSalle - Los Angeles. As Executive Vice President of Tenant Representation Group, Sam's responsibilities include the representation of Mattel, Whirlpool, Xerox and other corporate real estate clients. Prior to joining Jones Lang LaSalle, Sam was Director of CB Richard Ellis' Madison Advisory Group. During the course of his career, he has effected or supervised transactions valued at over \$2.7 Billion. Sam has a Bachelor of the Arts degree from the University of Southern California where he has also served as a guest lecturer on the topic of "Site and Location Analysis". He is a faculty member with the CCIM Institute and served as a Past President for the Los Angeles chapter. In addition to these accomplishments, his writings have been featured in Urban Land, Professional Report, Commercial Investment Real Estate Journal and Real Estate –Southern California. Additionally, Sam has authored one novel titled Alpha Male published in 2002 by Daniel & Daniel.

Dr. Lowell "Duke" Kuehn



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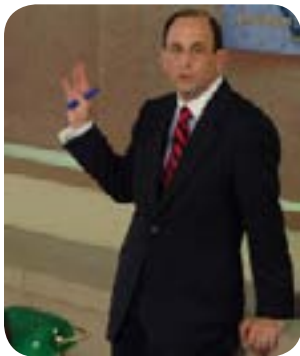
Topics:

- Building Effective Client Relationships, Securing Your Market as a Trusted Advisor
- Choosing the Best Career Pathway in the Commercial Real Estate Industry
- How to Make a Successful Transition from Residential to Commercial Practice

Dr. Lowell "Duke" Kuehn specializes in providing strategic planning services to commercial real estate firms. His clients include leading firms in major markets across the U.S., Canada and Mexico. He has consulted with independent networks including NAI Global, CORFAC International, TCN Worldwide, ONCOR International and GVA Worldwide. His services have been used by numerous associations, among them the Society of Industrial and Office REALTORS®, FIABCI-USA, and the CCIM Institute. He has also worked with commercial boards across the country and local associations internationally. He has helped more than 40 brokerages in improving their performance.

Dr. Kuehn is an emeritus professor of sociology at The Evergreen State College in Olympia, Washington, where he has taught since 1975.

Mike Lipsey



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Topics:

- Leadership in Commercial Real Estate
- Negotiating to Win
- Financial Literacy
- 10 Sales Steps to a Perfect Tour

Michael J. Lipsey, President of The Lipsey Company, is nationally and internationally recognized as the leader in training and consulting for the commercial real estate industry. Mr. Lipsey presents over 200 training programs, workshops, seminars and key note addresses each year and works with corporate real estate executives, institutional owners, property managers, asset managers, brokers and leasing associates to improve their performance, streamline their operation and generate more business. Mr. Lipsey's keen insight into the business of commercial real estate spans over thirty years of active involvement in the industry. His training programs are designed to address the challenges facing our industry today and equip practitioners with the skills necessary to compete in today's environment. As the industry's leading trainer and consultant, few people affect the day - to - day sale, lease and management of the commercial real estate industry as does Mike Lipsey, whose meaningful programs and practical solutions provide immediate and measurable results for practitioners and their clients.

Patricia Lynn



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Topics:

- Perfecting Your Presentations
- Women in Commercial Real Estate
- Advanced Lease Analysis
- Understanding and Marketing Investment Properties

Patricia Lynn is the principal of Lynnk, a real estate consulting company. Through Lynnk, Patricia provides strategic and organizational planning to both individuals and corporations. Her consulting services include land development, financial analysis, training and organizational development, outsourcing strategies, disposition strategies, data management and lease vs. own analysis. Immediately prior to Lynnk, Patricia was the Western Regional Director of Corporate Real Estate Consulting Services for Price Waterhouse Coopers. A partial list of clients includes: Ford Motor Land, Washington Mutual Bank, Pacific Gas and Electric, Coldwell Banker Commercial, The University of Business and Economics in Beijing and the World Bank. Patricia is also an award winning instructor for the CCIM Institute.

Paul Martis



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Topics:

- Discovering Commercial Real Estate
- Multi-Family Investment Properties
- Realtors Property Resource
- Commercial Leasing and Land Disposition

Paul has been teaching the basic skills and best practices as a pathway to success in commercial real estate since 2005. In addition to a B.S. in Urban Planning from Governors State University, Paul possesses over twenty years of experience in commercial real estate, including multi-family investment properties, commercial leasing, and land disposition. He is a NAR certified instructor for the Discovering Commercial Real Estate course and developed a 30 hour, 10 point Commercial Real Estate Mentoring program for newcastlecre.com, a commercial education enterprise. In 2013, Paul was named NAR Commercial REALTOR® of the Year. He's also a RPR Commercial Certified Trainer, Mainstreet Organization of REALTORS® Commercial Ambassador, Illinois Association of REALTORS® Commercial CE instructor, and a member of the Illinois Association of REALTORS® Commercial Committee. He welcomes the opportunity to share challenges, insights, and opportunities with real estate agents looking for professional development in the field of commercial real estate.

G. Edmond Massie

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G. Edmond Massie, IV, known to his friends as Ned, is a real estate leader in the state of Virginia, holding several of the only designations in the state, serving in leadership positions and winning accolades along the way. As part owner of a Virginia state licensed general contracting company, Massie has been involved in residential construction, commercial renovation, and land development. Developing residential subdivisions, mixed-use business parks and small commercial buildings are some of the projects that Massie has taken part in.

In 1998, Ned and a partner formed the brokerage firm Grant Massie Land Company. With more Accredited Land Consultants than any other brokerage firm in Virginia, it offers its clients land brokerage, commercial real estate, and residential real estate services.

In his seminar, you will explore the paradigm shifts in the following areas: Demographics, Global Economy, Financial Market, Energy, Taxes and Technology.

Bob McComb



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www.facebook.com/TopDogsTraining

www.linkedin.com/in/topdogs

Topics:

- **Top Dogs, How to Run with the Big Dogs in Commercial Real Estate**
- **How to Fast Track Your Commercial Real Estate Expertise**
- **How to Create Top Dogs**

Bob McComb started his successful brokerage career in commercial property brokerage in the San Francisco market in 1983. He quickly rose to the ranks of top producer, representing owners of high-rise towers in the downtown market. He has been the leasing agent for the landmark building, the Transamerica Pyramid and scores of other buildings. In 1991 he became founder of a well-respected commercial real estate company in San Francisco. As a top broker he has negotiated hundreds of transactions, and as an owner of a real estate company he has reviewed hundreds more. Bob was a regularly featured columnist for the Alameda Newspaper Group on the subject of commercial property and also provided columns for the Commercial Property Guide on the subject of negotiations.

George Monte



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Topics:

- Fundamentals of Commercial Real Estate Investment
- Exploring the Business of Commercial Real Estate
- The Mechanics of Valuing Commercial Real Estate

George R. Monte is President of Richmond Investment Property Services, Inc., Receivership Services of California, and Commercial Investment Education Alliance, Inc. George started in the real estate industry in 1974 where he started in the commercial mortgage banking industry. In 1992 he started his own commercial real estate brokerage company, and he specializes in court appointed receivership, commercial property management, commercial leasing, and sales. The receivership business is now marketed under Receivership Services of California and the brokerage business is under Richmond Investment Property Services, Inc. Richmond manages shopping centers, office building and industrial buildings throughout southern California. Richmond also provides, leasing, tenant representation, acquisition and sale services to private domestic and foreign investors, corporations, trusts, financial institutions, and local, state and federal government agencies. George has developed, syndicated, built, leased, managed, and sold various properties for his own account, so he has firsthand experience in many areas of the real estate industry.

Richard Muhlebach



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Topics:

- Negotiating the Commercial Lease
- Solving Difficult Leasing Issues
- Creating Value with Unique Leasing Opportunities

Richard Muhlebach, CPM, CRE, has 40 years experience leasing and managing commercial properties including high - rise office buildings, medical buildings, shopping centers and regional enclosed malls. He served as the Vice President of two California developers and the Vice President of Leasing for a Northwest developer. He created and served as the President of a northwest commercial leasing and property management firm for 19 years and sold the company to a national public real estate firm. He co - authored 18 commercial real estate books, including "The Leasing Process: Landlord and Tenant Perspectives, Managing and Leasing Commercial Properties and Shopping Center Management and Leasing." He authored over 100 articles including articles publishes in Asia and Europe.

David Murphy



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Topics:

- The Art of Negotiation Skills
- Commercial Lease Document Analysis
- Liquidity and Commercial Real Estate
- Marketing and Negotiating Industrial and Commercial Real Estate
- Overview Primer to Industrial Real Estate

David Murphy is an active commercial real estate broker widely considered to be one of the top commercial agents in Florida and one of the leading industrial brokers in the Southeast.

David has been named "Industrial Broker of the Year" for Central Florida for eight consecutive years. In 2010, David was named the "Top Producing Broker" in Central Florida by the Central Florida Commercial Association of Realtors. He was also named by Commercial Property Executive Magazine as one of the "Top 10 Emerging Commercial Real Estate Professionals in North America." David has been recognized by Real Estate Florida Magazine as one of the Top 25 Commercial Brokers in Florida. A 21-year real estate veteran, David has handled over \$500,000,000 in commercial real estate transactions. He has been recognized by CB Richard Ellis as one of their Top 200 Agents nationally and is currently a member of CB Richard Ellis' Industrial Advisory Council.

Rob Nahigian



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Topics:

- From Residential to Commercial
- Tomorrow's Commercial Real Estate Stars are Being Made Today

Rob Nahigian is a Principal with Auburndale Realty Co. in Newton, Massachusetts and has 33 years in commercial/industrial real estate experience as an advisor, developer and broker. He has handled approximately \$5 billion of real estate totaling 40 million square feet. His past clients include Berkshire Hathaway, Weyerhaeuser, Legg Mason, Archdiocese of Boston, Goldman Sachs/ Archon Group, AT&T and Ryder Trucks. Rob served as the CRE New England Chapter President and National Editor-In-Chief and SIOR New England Chapter President and National Education Chair. He is the 2009 CRE recipient of the "James Felt Creative Counseling Award" for the most outstanding achievement and ingenuity in a real estate counseling assignment in the U.S ; was awarded by Boston's Commercial Brokers Association 3 times as the "Real Estate Advisory Assignment of the Year"; "Industrial Deal of The Year" and "Distinguished Achievements in Commercial Leasing. He serves on the Advisory Board for a NYSE public investment firm; was appointed by the Governor to the MassDOT Real Estate Appraisal Review Board; and elected by the Massachusetts Real Estate Licensing Board to its Education Subcommittee.

Patrick O'Connor



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Topics:

- "Big Data"
- Speed Reporting
- Future trends

Patrick O'Connor, MAI president of Enriched Data is an Entrepreneur and Innovator whose "Big Data" technology is poised to change how appraisers do business across the United States.

O'Connor & Associates, is the largest independent real estate research and support services firm in the Southwest, conducting business nationwide.

Author of Cut Your Taxes, a book that empowers individuals to challenge the appraisal district to reduce assessed property value, Pat O'Connor has over thirty years of experience in appraising commercial real estate properties, property tax reduction and federal tax reduction.

He is a graduate Harvard Business School with a Master of Business Administration.

Frank Parker



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Topics:

- Health Care Real Estate
- Commercial Real Estate Transactions with Non-Profit and Governmental Entities
- What has been learned from the Credit Crisis?

Frank J. Parker is a Professor of Real Estate Development in the MBA Program at Boston College and was an Adjunct Professor at Boston College Law School. Professor Parker has been a featured speaker at national conventions of The Real Estate Counselors, The Urban Land Institute, The Appraisal Institute, The National Realty Committee and The REALTORS® Land Institute. He was the editor of The Journal of RTC Real Estate, co-author of Modern Real Estate with Norman Schoenfeld, and contributing author to Alvin Arnold's Real Estate Regulation Handbook and Alvin Arnold's Real Estate Syndication Manual.

Professor Parker has served as a United States Delegation Member at UNESCO and at the United Nations Human Rights Commission. He has been a Consultant to the Vatican Justice and Peace Commission, a Visiting Professor at Johns Hopkins University, and an Associate Fellow at Yale University. He was a consultant to the Government of Bermuda on U.S. Base Closings.

Bob Potter



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Topics:

- 5 Ways to Survive (and Prosper) During the Downturn in Real Estate Services
- Introduction to Third Level Selling™
- Advanced Client Partnering Skills for Commercial Real Estate Service Providers
- Why Should I Choose You? How to Win in Competition

Bob Potter is the managing principal of RA Potter Advisors LLC, a marketing and sales strategy consulting practice for real estate service providers. He is the author of "Selling Real Estate Services: Third Level Secrets of Top Producers" and "Winning in the Invisible Market: A Guide to Selling Professional Services in Turbulent Times." His clients include most of the major real estate companies.

Bob spent 25 years in business development for IBM, McGraw-Hill, Dean Witter and MBIA. He has opened new markets in the U.S., Mexico, Australia and Asia. Several years ago he co-founded and then sold REALBID, a successful commercial real estate technology company to COMPS and then to Costar Group and started RA Potter Advisors to help others develop and communicate differentiated value propositions and accelerate business relationships to win and retain committed clients.

Rod Santomassimo



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Topics:

- R.A.M.P. UP Your Brokerage Business!
- Winning Assignments
- The Business School of Commercial Brokerage
- Collect Commission, Not Just Data

Rod N. Santomassimo, CCIM, is the founder and president of The Massimo Group, a leading national commercial real estate coaching and consulting organization. Rod possesses 25 years of commercial real estate industry experience as a broker, owner, and manager of local, regional, and international firms. Rod recognizes that individual broker success continues to be the number one challenge and, as such, his focus is channeled to maximizing the individual broker's income through a series of interactive exercises and platforms. His firm is the fastest growing commercial real estate coaching and consulting organization in North America, based on its application of proprietary programs, processes, and technology to give their clients a competitive advantage in today's marketplace.

Rod has been a featured guest speaker at scores of commercial real estate regional and national conferences. Rod is a two-time recipient of the Duke University Fuqua School of Business Impact Alumni of the Year Award based on his work with both graduate students and alumni in "Building a Personal Brand and Creative Approaches to Secure Greater Client/Prospect Opportunities."

Melynn Sight



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Topics:

- Strategic Planning
- Seven Steps to Discovering Your Member Value
- How to Get More Commercial Members to Read

Melynn Sight, President of nSight Marketing describes her work as follows: Think like your member. Make better connections. Be relevant. Create and deliver value. After starting her career in sales at Xerox in 1981, Melynn has experienced every aspect of marketing throughout her 25 years in business. She speaks, consults, writes and trains association staff and leaders on topics including leadership, planning and communications. Whether conducting a member survey, strategic planning or developing a communications plan – Melynn runs her business with heart, brains, guts and energy.

With a major in Business and Executive Marketing Program at Smith College, Melynn works exclusively with association leaders to help them make better connections with members, and to develop and deliver on a promise and a strong value proposition.

D. Scott Smith



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Topics:

- Fundamentals of Commercial Real Estate
- Activate Your Social Media Strategy

D. Scott Smith has more than 14 years of leadership experience in the real estate industry. Offering a rare blend of creative and operational strengths, D. Scott Smith has achieved exciting urban economic development turnarounds and is recognized for his success in growing sales and profits.

Experienced in many facets of the real estate industry, he specializes in brokering smaller tier investments in the Mid-Atlantic area. D. Scott Smith's exceptional track record in investment real estate is based on his philosophy of total entrepreneur engagement in change. D. Scott Smith is the past Maryland/DC CCIM Chapter President, and the immediate past Region 10 (MD/DE/DC/PA/NJ/VA) first Vice President for CCIM. He regularly represents the Institute at National Conferences in Washington, D.C. He continually promotes CCIM through universities, brokerage firms, and elsewhere throughout the industry.

D. Scott Smith's contribution to the commercial real estate community comes in the form of education. His involvement with CCIM and NAR has allowed him to continually increase awareness about education opportunities and in turn has caused many more people to become educated in the commercial real estate arena.

Ralph Spencer



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Topics:

- Financial Literacy
- Winning Business Presentations
- Successful Negotiations in Commercial Real Estate
- Effective Teaming

Ralph D. Spencer, CCIM, SIOR is one of the commercial real estate industry's leading consultants and trainers. He has more than 30 years of experience as a practitioner, who has received many awards for outstanding production in commercial real estate. He brings a unique blend of experience in the areas of brokerage, development, company operations, technology and training.

Ralph is a senior faculty member of the CCIM Institute and his client list includes the "who's who" in the industry. Past audiences have consistently rated Mr. Spencer's programs as both outstanding and useful. Today, Mr. Spencer's focus is on helping individuals and companies raise the bar and improve their performance.

Marsha Petrie Sue



Marcia Snow
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Topics:

- **The CEO of YOU: Today's Choices are Tomorrow's Realities**
- **Decontaminate Toxic People:**
- **The Flexibility Factor: Blessed are the Flexible for They Shall Not Be Bent Out of Shape**

Marsha Petrie Sue, MBA, CSP, is considered the "Muhammed Ali" of personal development, leadership, communications and managing change. She can dance and look pretty and she uses the entire ring, but she knows how and when to land a knockout punch. Think of her presentations as charm school with live ammunition. She challenges every morsel of your beliefs while entertaining and enlightening.

She is the best-selling author of "Toxic People: Decontaminate Difficult People at Work Without Using Weapons or Duct Tape" and also "The Reactor Factor: How to Handle Difficult Work Situations Without Going Nuclear." She is also the author of several other resources including the award-winning book "The CEO of YOU: Leading YOURSELF to Success."

Andre J. van Rensburg



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Topics:

- **Commercial Real Estate: What Every Residential Agent Should Know**
- **Commissions – How Much Am I Worth?**
- **The Animal in Me Series – Planning a Successful Real Estate Business**

Andre J. van Rensburg CCIM, ALC, CIPS was born in South Africa and has been living in the United States since 1999. He is a USA citizen. He holds a legal and a post - graduate qualification in Real Estate Development and has been a court appointed appraiser since 1992.

Mr. van Rensburg entered the real estate profession in 1985. He was the CEO and majority shareholder of the oldest private Real Estate Company based in Cape Town South Africa (circa 1879). Mr. van Rensburg is the President of Prudential Commercial Real Estate based out of Jacksonville.

Mr. van Rensburg has worked in various parts of the world including South Africa, the UK and the USA. He is a founding member of the Commercial Board of Realtors of Saint Augustine and the Florida Commercial Alliance. He was the 2010 President for the North Florida Chapter of CCIM and the 2012 Course Chair for CCIM Introduction to Commercial Real Estate.

Paul Waters



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Topics:

- Metric Selling and Your Value Proposition
- Reds & Blues
- Know Your Competition
- Best in Class Presentation

As Executive Managing Director – Brokerage, the Americas, Paul Waters is responsible for business development and client relationships among major corporate end users of office and industrial space. Paul possesses more than 20 years of experience across multiple disciplines within the commercial real estate industry, with extensive expertise in the industrial and office representation sector. Prior to joining NAI Global, he was the Senior Managing Director of CB Richard Ellis' (CBRE) North American Industrial Services.

Margo Weinstein



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Topics:

- Fundamentals of Distressed Real Estate: Challenges and Opportunities
- Build Your Commercial Real Estate Portfolio – Take Advantage of the New Economy
- The Art of Networking Like Pros

With over 30 years' experience, Dr. Margot Weinstein is one of the premier real estate speakers, consultants, and educators/trainers and an award winning author in commercial real estate. In 2001, she founded MW Leadership Consultants LLC so that she could provide extraordinary programs to help real estate professionals acquire the competitive-edge in the business. Her programs have been presented to top universities, associations, and businesses worldwide including University of Chicago, Cornell University, DePaul University, and John Marshall Law School. Margo is currently President of Chicago FIABCI and teaches for NAR's Realtor University's online program.

Prior to consulting, Margot was Vice President of Kingston Group Inc, a multi-million commercial real estate company. Over the years as VP, she was involved in every aspect of the business including development, management, training, accounting, marketing, and sales. As a co-developer of Silver Oaks, she won a Good Neighbors Award by the Chicago Association of REALTORS® in 2001.