

HR SOLUTIONS FOR **REALTOR®** ASSOCIATIONS

Let us take care of your HR needs so you can focus on your association's success.



WHAT DOES STRATEGIC ASSOCIATION MANAGEMENT (SAM) OFFER?

We're a full-service team of experienced professionals ready to help your association with every HR need. You can rely on us for superior and innovative human resource management services, expert guidance, strategic solutions, and professionalism with a personal touch. We understand the unique challenges associations face—especially in this unprecedented time of rapid change—and are wholly invested in your success.

WHY PARTNER WITH US?

We're family.

As employees of NAR, we understand REALTOR® association structure, politics, and the ins and outs of our industry—giving us unique, proprietary insight and understanding that you won't find anywhere else. We take your mission and goals to heart and offer unbiased advice to help you make the best decisions for your association.

We've been around the block a few times.

As a team, we have decades of combined experience with profit and nonprofit businesses and associations, and we'll leverage that expertise to help you make the best possible business and hiring decisions.

SAM— AT YOUR SERVICE!

At SAM, or Strategic Association Management, we're here to help you with every HR need, including:

- Association Executive Search Assistance
- Board Orientation
- Compensation Analysis
- Conflict Resolution Facilitation
- Employee Issues
- HR Services on a Retainer Basis
- Job Audit
- Post-Merger Facilitation
- Staff Recruiting
- Strategic Planning
- Strategic Workforce Planning
- Structural Audit
- Teambuilding
- Work of Leaders/ DiSC Assessment
- And Many More!

SPEAKING OF EXPERTISE...

We're highly qualified industry experts and certified human resource professionals with advanced degrees and numerous certifications and designations. Continuing education and ongoing training keeps us at the top of our game and current with operational and business-related best practices.

One-stop shopping makes life easier for you.

We offer full-service HR—from helping you with a single hire to conducting an overall staffing plan to developing a comprehensive long-term strategic plan.

We'll take you to your leader.

Getting the right leader on board is critical for your association, and we'll work diligently on your behalf to find the best Association Executive through an unbiased search that benefits from our industry relationships and NAR insider status.

The search is on.

Finding and retaining talented, motivated, and skilled employees is more challenging than ever and takes an inordinate amount of time, effort, and expertise. You can rely on us to take care of all your recruiting needs—from drafting job postings and ensuring maximum visibility to screening applicants and recommending viable candidates.

We get it—every association is unique.

That's why we take a customized approach and all of our human resource services are tailored to your specific needs, whether you're small and local with 50 members or a mega state association with 50,000 members. We pride ourselves on our flexible, agile approach and are always ready to respond to your association's unique and evolving needs.

Like your association, we're nonprofit.

Since we're driven by a desire to help you empower members and not our bottom line, we are very sensitive to your budget concerns and recognize that there is no one-size-fits-all solution. We offer custom plans and a myriad of free resources, including information and guidance on employee relations, recruiting, and legal issues at nar.realtor/hrtoolkit, as well as no-charge, no-obligation consulting appointments at every major NAR meeting.

Strategic is in our name for a reason.

In these uncertain times, a strong strategic plan is more crucial than ever to ensure the success of your association. We're here to help you solidify your long-term vision, goals, and tactics, and minimize the roadblocks standing in your way.

When we say partner, we mean it.

We see ourselves as an extension of your team and start by listening to your questions, concerns, and needs. Our approach is collaborative, offering personalized service built on mutual trust and authentic connection.

CONNECT WITH US

Your Strategic Association Management team is ready to partner with you. Give us a call or drop us a line:

“It's a privilege to work with so many talented people across the country and to have the opportunity to assist them with all their HR matters. There's nothing I enjoy more than hearing how much I've helped and seeing the impact of successful HR practices for association staff.”



CAROLE KAPTUR, SHRM-SCP, HCS, GRI
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“Seeing candidates become successful association staff is what I love most about this job! I take pride in building strong partnerships with associations, listening carefully to their needs, and putting my skills to work to help them strengthen their HR practices.”



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MORE WAYS TO CONNECT:

Visit nar.realtor/SAM

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