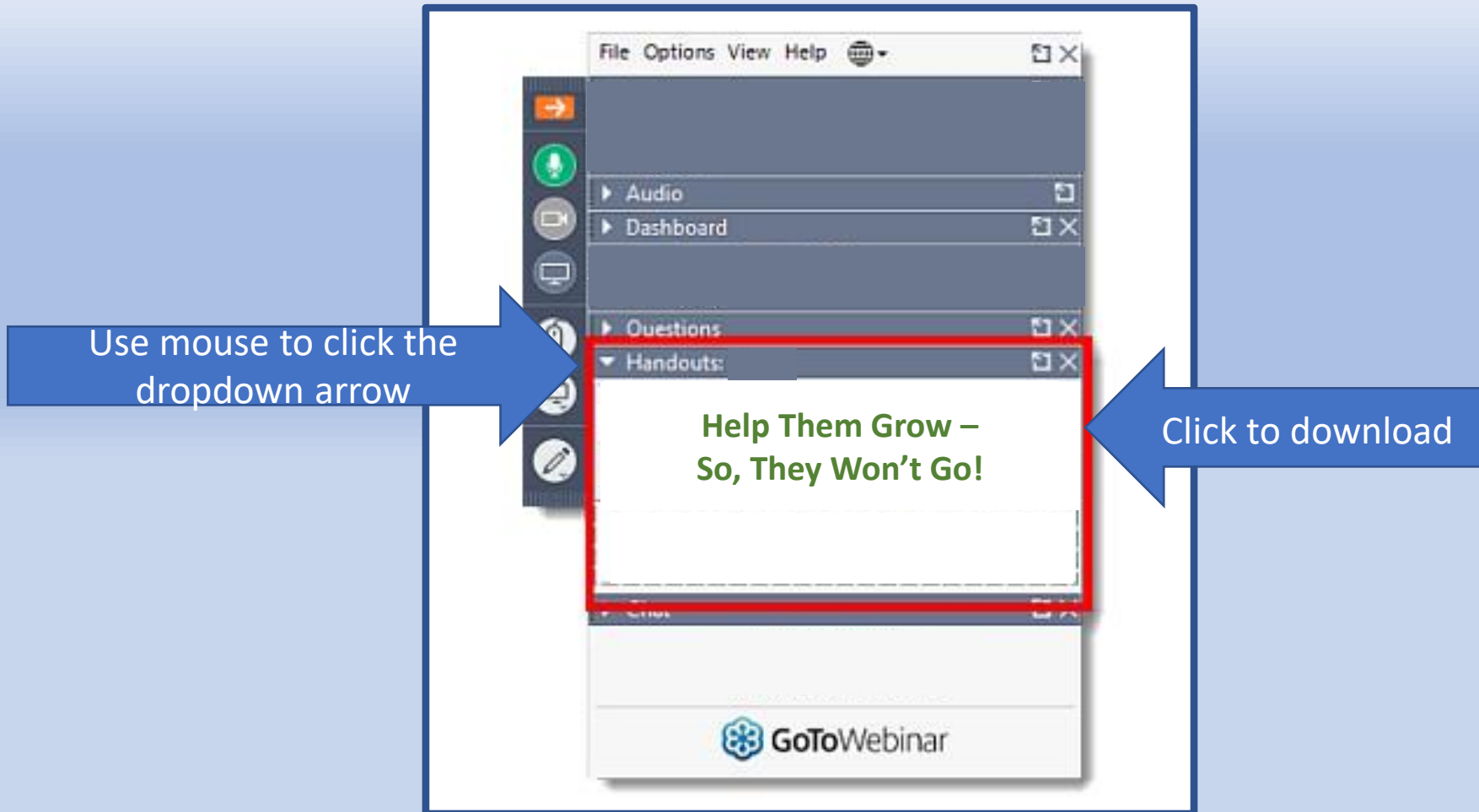


# Download Your Handout



# Help Them Grow – So, They Won't Go!

# Welcome



## #YouDeserveThisWebinar

*Your Webinar Today is Presented by Ellis, Partners and Edge2Learn*





# Thank you for joining us today!

## Want to learn more?



**Pam Pederson**

**Director of Engagement and Communications**

**Edge2Learn**

**[ppederson@edge2learn.com](mailto:ppederson@edge2learn.com)**





# Today's Presentation!



# Meet Your Speaker: Shawn Reynolds

- Over 30 Years Experience in Multifamily
- Graduated from Michigan State (Go Green!)
- Started as a Leasing Consultant to Onsite to Regional Positions
- Director Training Role for over 12 Years
- Passionate about Helping Employees to Exceed Expectations



Help Them Grow



Presented By:



Shawn Reynolds

So, They Won't Go!







19% → 32%

10% = 3%



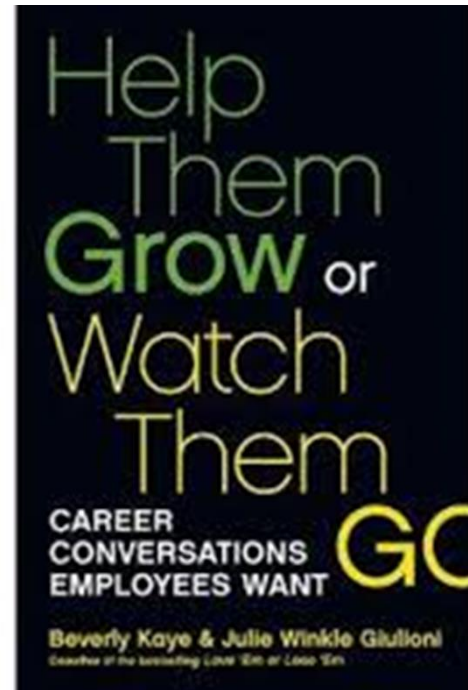
Our Employees Want a **CAREER**



Don't Just Give Them a **JOB**



# HERE'S HOW:







- Corporate History and Culture
- Set Professional Goals
- Formal Training Opportunities
- Opportunities for Feedback



? ? ? ? ?  
now what ?  
? ? ? ? ?





# Career Development Myths – Busted!



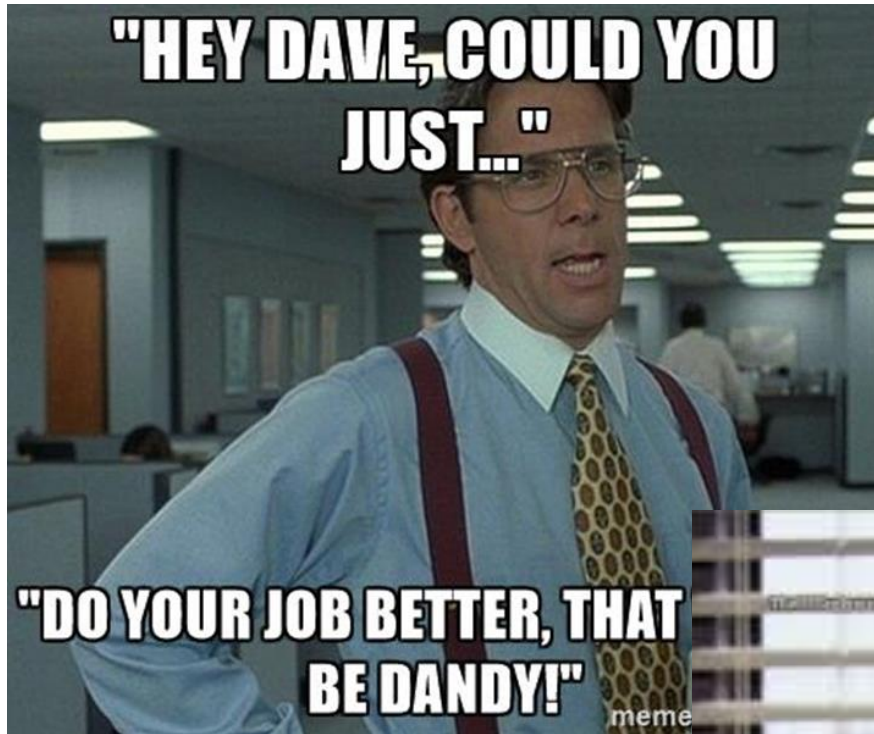
Myth 1: Not enough time.

Myth 2: Protect the status quo.

Myth 3: It's the employee's job to develop their career.

Myth 4: Everyone wants promotions and raises.

Myth 5: I should only focus on HIPO employees.





New Project Launches



Earns New Credentials

Old Project Ends

Passed Over for Promotion or Assignment

Shares Something They Learned or Read

Making Mistakes/Change in Work Habits

Organization Change







The most significant change I've seen in our industry is\_\_\_\_\_.

I predict that the next big thing will be \_\_\_\_\_.

If our training budget were unlimited, I would do \_\_\_\_\_for our properties.



Early 80s to early 2000s

16 - 35



- Confident
- High Expectations
- Achievement-Oriented
- Love Recognition





CULTURE

CREATES

ENGAGEMENT

BUZZWORD







You will grow too!



Shawn Reynolds  
[reynoldsjuarez@gmail.com](mailto:reynoldsjuarez@gmail.com)





**Ring-A-Ling 2021**  
**February 11, 2021**  
**1:00pm – 1:30 pm CST**

**Register:**  
**[edge2learn.com](https://edge2learn.com)**  
**[epmsonline.com](https://epmsonline.com)**

*Presented by Donna Hickey*



Questions?

# From All of Us at Ellis and Edge2Learn

