



WHAT'S NEW

The holidays are here and with them comes the usual mixture of end-of-year festivities, chaotic deadlines, and a sprinkling of family and loved ones wherever you can fit it in! On that note, be sure to attend the [CoreNet WA State holiday party on December 5<sup>th</sup>](#) where you can connect with your CoreNet family, honor chapter members with annual awards, and share some holiday cheer!

This will be the final newsletter of the year, so we'll go ahead and preemptively wish you all a happy new year! Enjoy the time you have this holiday to reflect on the last year, what you've gained from it, and how you can build on another year of experiences to be the best you can be!

**NOVEMBER LUNCHEON RECAP:  
THE BUSINESS CASE FOR PERFORMANCE-CENTRIC DESIGN**

At the November luncheon we had a lively conversation with our panel debating the merits of different design elements and their impacts on the ROI of a workspace project. We saw several key points delivered including:

-Representatives from Talon, SAP, and DLR were able to share their perspectives and experience in how they convince executives the right priorities to pursue with their constrained resources.

-Due to the high percentage of corporate budgets being dedicated to labor, even small workspace design enhancements can have exponential returns on the employee productivity / attraction / retention side of the equation

-As more research is completed helping to quantify workspace impacts on worker productivity and employee retention, we will continue to bring panels together to help our members formulate strategies to implement their projects effectively.



**YOUNG LEADERS, GET INVOLVED!**

The Young Leader Committee is looking for Young Leaders and University members interested in presenting at a Shark Tank-inspired event in January on 'What is the Future of Workplace?'. Prize will include a scholarship to obtain the QPCR Designation with CoreNet Global. More details will be sent via email in early December, or you can contact [Holly Hindmarsh](#).

**INSIDE THIS MONTH:**

- UPCOMING EVENTS
- TAKEAWAYS FROM THE SUMMIT
- CORENET AT ELEVATE!
- NEW MEMBER SPOTLIGHT: DANIEL LEE (MICROSOFT)
- MENTORSHIP PROGRAM Q&A

COMING UP ON THE CALENDER



**December 5<sup>th</sup>: CoreNet Holiday Party!!! Register Here!**



**Interested in becoming a CoreNet mentor or mentee? Click HERE for applications (must be submitted by December 6th)**



**December 17<sup>th</sup>: Young Leader Happy Hour @ Flatstick Pub!**



**January 9<sup>th</sup>: Mentorship Event @ DLR. Register HERE**

## New Member Spotlight: [Daniel Lee](#)

Daniel Lee is a Regional Experience Lead for Microsoft's Real Estate & Security (RE&S) Center of Innovation. He was also a presenter at the CoreNet Global Summit 2018 in Boston, which makes him a perfect new member to profile in this month's Spotlight!

**As a first-time presenter at Summit 2018, how did the idea for your program come to pass?** The idea for the program came from Susan Wagner, then the Senior Director of our Center of Excellence. We had just launched the Data Warehouse at our annual Business Planning Session six months prior to the solicitation of submissions from CoreNet for Boston. RE&S had taken some out-of-the-box thinking to achieve that milestone, which would be of interest and could be shared broadly to CoreNet members and their organizations.

**Having recently started your coursework, what drew you to pursue your MCR?** As an outsider tackling the Data Warehouse project, I was given a front row seat to drinking from the proverbial firehose. While it was a daunting task, I came away fascinated by the work and diversity of challenges faced by CRE professionals around the world. Several colleagues had suggested I take a look at CoreNet's MCR program. While not a requirement to get started in the CRE field, I found CoreNet's MCR to contain a well-balanced foundation for all the major functions performed by CRE organizations. As I embarked on my new role within RE&S leading aspects of our digital transformation efforts, a solid foundation and understanding of why and how CRE got to how it is today felt like an important first step to a larger career within the organization.

**What do you like to do in your spare time?** I love sports and the outdoors, so I pursue a combination of soccer, tennis, hiking, and skiing, all of which are available in spades in the great Pacific Northwest. I also love to travel—I am literally writing my responses to these questions riding a train from Prague to Berlin traveling at 160 kph (that's 100 mph)! Last but not least, and quite complementary to my travels, I also love tasting, trying, and preparing different types of cuisine—although with my limited spare time, lately I've indexed more on the tasting and trying than preparing.

**What are three fun facts about yourself that you'd like to share?** These are always such a challenge! How about: 1) I spent my formative years in Taipei, Taiwan, only moving to Seattle for University and work. 2) As a result, I am fluent in English and Mandarin and have limited proficiency in Taiwanese and Japanese. 3) I haven't generally considered myself much of a reader, but this year I set about changing that with the goal of reading 12 books—I'm now on my 15th with another month to go! It's never too late to learn new things or pursue new challenges.



## TAKEAWAYS FROM THE SUMMIT

The CoreNet Global Summit 2018 was held in Boston from October 14-17. Hynes Convention Center (just down the street from the Boston Marathon finish line) hosted over 2,500 attendees in what was the largest Summit yet. Out of the amazing keynote presentations, 100+ breakout sessions, and countless networking opportunities, here's what stood out to some of the Washington State chapter members who made the trip:

**Michael Dunford:** "This year's summit in Boston was amazing. I came back excited and energized about "what's next". The highlight was the #MeToo closing ceremony with Ronan Farrow and Tarana Burke. Very eye-opening and informative."



**Angela Tomlinson:** "CoreNet hit it out of the park at this year's summit in Boston. The programs were outstanding and supported the consensus of attendees from last year's summit; technology tools in our industry can be used to enhance not replace human participation in creating and locating engaging workplaces that allow people to do their best work."



**Chris Denk:** "The Summit provided a global platform for connecting with all of my peers and colleagues in one place. I am always amazed with the wide array of discussions presented by individuals at leading organizations. Of all the programs, one of my favorites was Exploring Radical Ecologies of Land Economics, which talked about business resilience and optimization in the face of climate change"



**Holly Hindmarsh:** "My favorite part about summit, besides meeting new people, was being a speaker at the event. Getting to share a project I've worked on, the successes and lessons learned, with other people who were interested in the same topic (Mergers and Acquisitions) was exhilarating. It was engaging and fun to talk to people afterwards about how my little story will help them make better decisions with their next merger challenge."



## CoreNet Global WA State Recognized at ELEVATE

The WA Chapter was proud to recognize the following award nominees at ELEVATE, the 1<sup>st</sup> annual awards gala honoring diversity, equality, and women's leadership in commercial real estate. The event was Thursday, November 29<sup>th</sup> and is organized by The Registry and CREW Seattle.

### INSPIRATOR AWARD

**Sharon Loveland, Bill & Melinda Gates Foundation**

Sharon is an energetic woman who inspires both directly and through example. She has always been a good listener who offers feedback and advice that has vision and creativity. Whether she is spending time with me one on one, working a room, or participating in a panel, she is someone that will leave a great impression and make you want to get know her further.

### RISING ROCK STAR AWARD

**Holly Hindmarsh, Buildingi**

Holly is really making a name for herself and is on her way to being one of the great women of this industry. She is accomplished in her work product, has taken the lead on various committees and events for CoreNet, and truly understands the balance of service and client relations in this industry.

### ASSOCIATION ALLY AWARD

**Washington State Chapter, CoreNet Global**

The WA Chapter of CoreNet has been walking the walk empowering women, being a diverse organization, creating networking opportunities, recognizing talent and achievements, and promoting real estate career development. They currently have a female president, a very balanced blend of male to female ratios on their board and within their membership, and their Young Leader of the Year has been a woman for 2 years in a row. Mentoring opportunities allow all members to learn from others in the industry.

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## Mentorship Program Q&A With [Cristy Handsaker](#) & [Anna Robaidek](#):

CoreNet Global Washington State is excited to kick-off the 3<sup>rd</sup> **Annual Mentorship Program!** This program aims to pair professionals new to Corporate Real Estate with industry veterans to provide a platform for career growth and continuing education. Participation is open to any current or new CoreNet Global member.

The 2019 program will launch on Wednesday, January 9<sup>th</sup>, with a Speed Mentoring/Mentorship Fair. During this event, which is hosted in partnership with the Young Leader Committee, mentees and young leaders will have the opportunity to meet the Mentor class of 2019 in a relaxed and interactive environment. The event will be held at the DLR Group office from 5-7pm (details here).

**Interested in becoming a Mentor or Mentee?** [Click here to view the application](#), fill it out and send to [Al Kinisky](#) along with a small bio and a current photo.

To provide more insight into the Mentorship Program, here is a Q&A with program participants, Cristy Handsaker and Anna Robaidek!



Cristy (L) and Anna (R)

### **Cristy Handsaker:**

#### **What was your overall assessment of the program? What went well?**

Being partnered with Anna was GREAT! She is a capable, motivated, and gifted professional who is already very business savvy with an excellent understanding of the industry. Anna's openness to anything I had to offer was great – we never had too formal of an agenda, but occasionally we would focus on something specific, and that worked too.

#### **What did you like? Not like?**

I really grew to admire and respect Anna. I'm thankful that I can say that we are now friends outside of our professional relationship as well. I didn't like that I didn't feel like I could offer enough to Anna. What I realized is that I'm not her boss, but someone in the industry she can run ideas past, look for guidance and also just be a resource or connector. I found that I didn't have to be a master of the industry to offer something helpful.

#### **Was there something that you have already shared with others that you learned from your meetings?**

Every partnership is going to be different and you will get out of it what you put in. Be honest and set expectations that you can agree to at the beginning. Then hold each other accountable.

#### **Did you build a strong enough relationship where you will keep in touch or feel comfortable reaching out?**

Absolutely! She's going to hire me someday!

#### **What would you tell a Mentor/Mentee that was considering signing up for the program?**

Be thoughtful about what you want out of it. Be honest with what you expect from your Mentor. Be flexible with these expectations, but don't lose sight of the goal.

### **Anna Robaidek:**

#### **What was your overall assessment of the program? What went well?**

Cristy and I really hit it off as Mentor and Mentee. Early on we decided on a good cadence for the both of us and kept our conversation topics very fluid for the most part. I started a new job early on in the program, so our relationship quickly evolved into a way for us to connect on project-specific questions, insight into the industry, and providing encouragement for ways to connect with CoreNet at a higher level and introductions within her network. Logistically, we were also a great match because we both live in Seattle and love an excuse to try out a new restaurant in one of our neighborhoods!

#### **How were you challenged?**

Cristy challenged me to think and act outside of my comfort zone with her experience in the industry while remaining unbiased in her advice. It was refreshing to be able to ask the questions and voice the concerns you might not feel comfortable doing with someone you work with directly.

#### **Was there something that you have already shared with others that you learned from your meetings?**

The meetings don't have to follow a linear path of progression - things can remain fluid and you can still get a lot of out of the relationship. Being diligent about putting time on the calendar is also important - it can be easy for schedules to fill up/other things to come up, but I think setting a regular cadence is important for success in the program.

#### **Did you build a strong enough relationship where you will keep in touch or feel comfortable reaching out?**

Absolutely! We have stayed in touch for the last year after our program officially completed and I frequently reach out to Cristy for advice, or just to catch up at one of our favorite restaurants we found during the program.