

Empowering real estate companies to achieve an advantage through their greatest asset – **PEOPLE!**

LYNOUS
TURNKEY SOLUTIONS

- Recruiting
- Interim Staffing
- Training
- Coaching



LYNOUS TURNKEY SOLUTIONS MAXIMIZES PRODUCTIVITY

LYNOUS' Talent Management integrated services provides all the valuable resources a real estate company needs to increase productivity, secure a competitive advantage, develop a high performing culture and increase profitability in today's environment. Our talent management experts are able to drive stellar results for our clients because we make it our business to understand your business.

LYNOUS Talent Management platform can support your companies many needs. Our interim real estate professionals provide the on-demand "virtual bench strength" you need to manage the ebbs and flows of work while increasing profitability. Clients utilizes our trusted expert recruiting services on an as needed basis to source top talent candidates for permanent long-term hires which allows them to stay focused on their core business. And the final segment of the our integrated talent management platform, LYNOUS' training and coaching services provides the essential professional development that your employees need to keep them performing at a high level to keep your company growing.

NATIONAL AND INTERNATIONAL CLIENTS

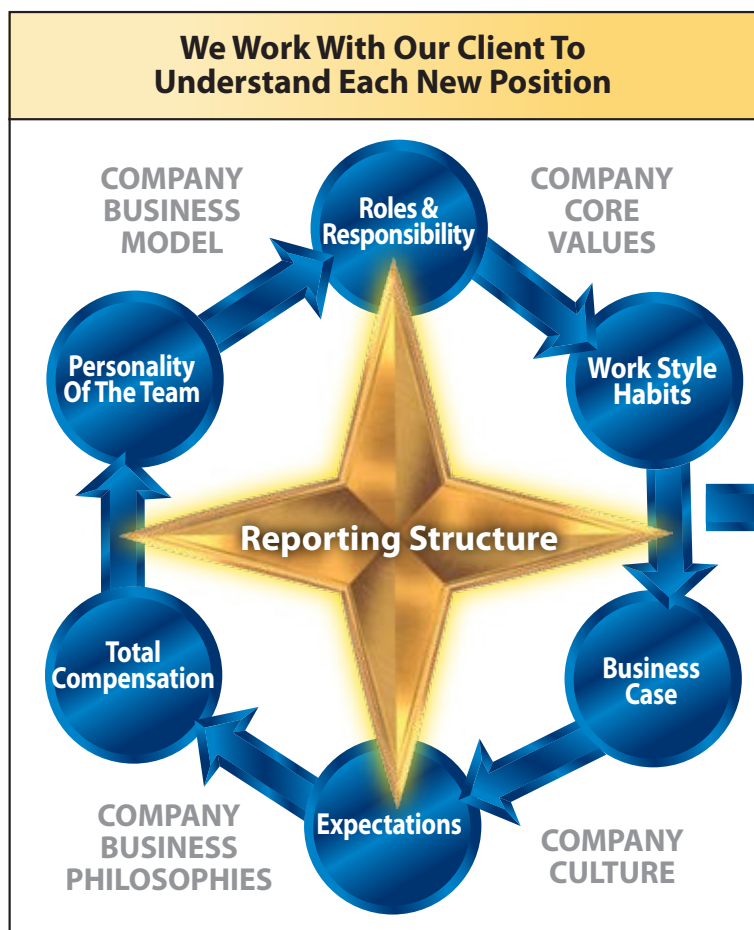
- Advisory Firms
- Appraisal Firms
- Architectural/Interior Design Firms
- Asset Management Companies
- Banks
- Brokerage Companies
- Development Companies
- Corporate Real Estate
- Construction Companies
- Engineering Firms
- Financial Institutions
- Full Service Real Estate Companies
- Industry Associations
- Investment Firms
- Law Firms
- Mortgage Companies
- Multifamily
- Restoration Companies
- Property Management Companies
- Senior Housing
- Tax Appeal Companies
- Universities and Colleges

RECRUITING SERVICES

LYNOUS Talent Management integrated services platform allows us to get to know our client's businesses very well. In today's full employment environment, active recruiting efforts are necessary to attract top talent. By Clients entrusting their recruiting strategy to LYNOUS, they preserve their internal resources and it lets them stay focused on their core business.

We serve as trusted advisors to our clients and they utilize our services on an needed basis. LYNOUS' innovate fixed fee approach for recruiting services ensures that our client's interest are paramount and removes financial barriers.

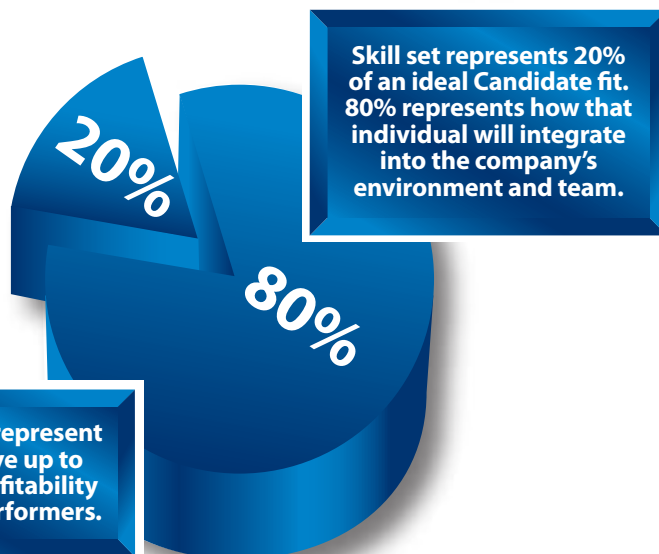
LYNOUS Talent Management recruiting professionals are experienced real estate practitioners who have worked in the industry and understand your business. We welcome the opportunity to help you find your next top performer at your company.



Next We Develop An On-boarding Strategy To Help The New Hirer Integrate Into The Position And Your Company Successfully.



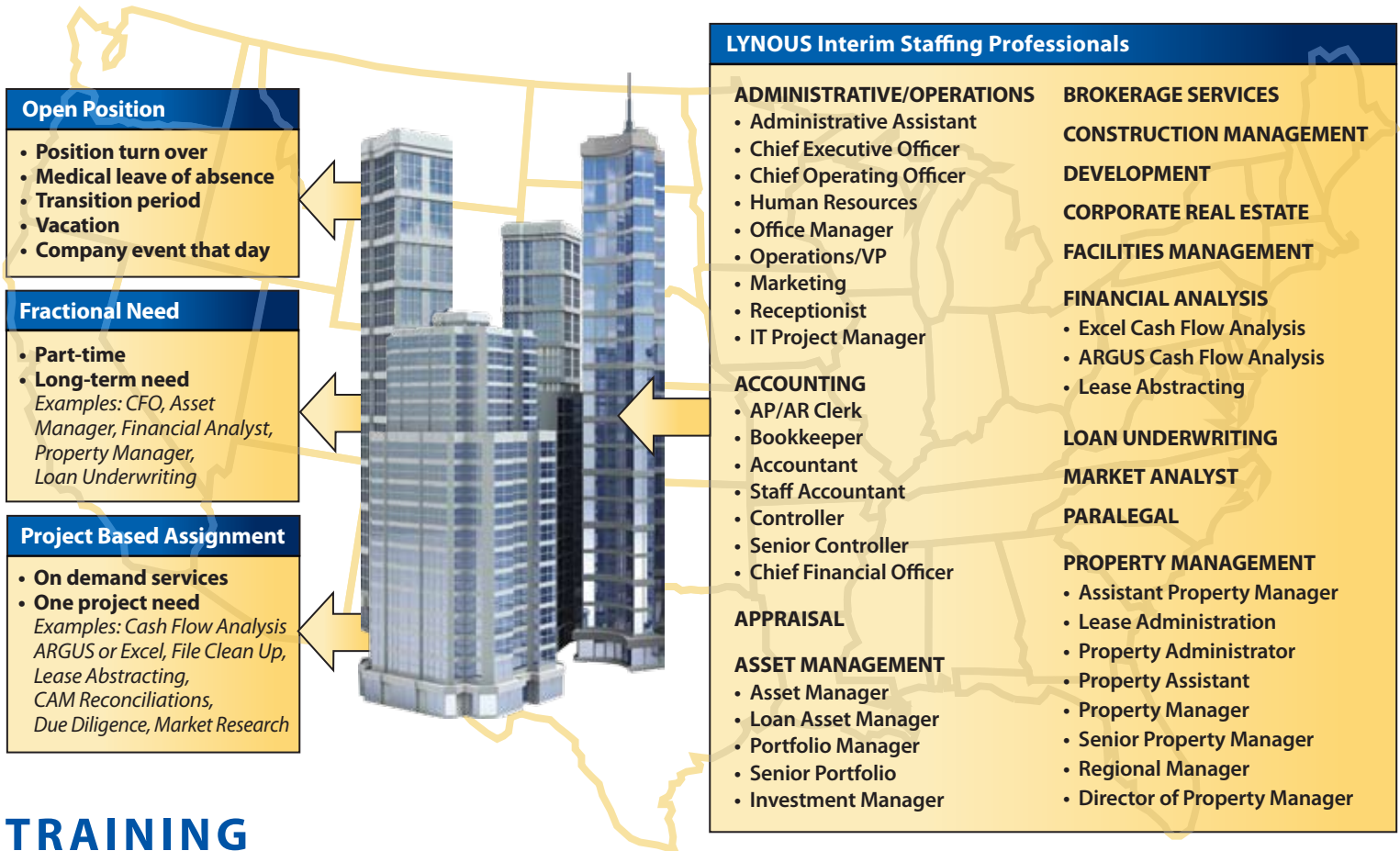
Top performers represent 20% but achieve up to 80% greater profitability than average performers.



INTERIM STAFFING

LYNOUS provides experienced real estate professionals on an interim basis from receptionist to CEO to companies across the United States. Our clients think of LYNOUS as their “virtual bench strength” to help them aggressively manage the ebbs and flows of their staffing needs for: open positions, fractional needs and project based assignments. We provide flexibility to clients providing our real estate services by the hour—so hire us part-time or full-time.

With a team of seasoned and pre-qualified real estate professionals in the LYNOUS’ national network, we can provide your company with the talent you need to address your specific requirements. LYNOUS interim real estate professionals bring the critical specialized skill sets needed during a heightened time for our clients and find it personally gratifying to add immediate value to a situation.



TRAINING

We are leaders in providing award winning customized educational workshops and programming for real estate organizations. Some of the benefits our clients have received from our work together include: increased productivity while on-boarding new hires, increased employee job performance, improved talent management retention strategy, effective recruiting tool, and leadership career advancement. Research shows it only takes a 2% increase in productivity to achieve a 100% return on investment.

LYNOUS offers fully integrated curriculum in the areas of real estate skill set development, business acumen, sales and leadership. Expert instructors lead each workshop and are uniquely qualified. Each workshop is engaging and incorporates advanced effective methodologies for teaching adult learners. Our approach ensures participants will receive, digest and retain the information taught and have the necessary tools to deliver the desired results when they return to the workplace.



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AWARD WINNING PROGRAMS

- New Hire Real Estate Finance Training Program
- Real Estate and Leadership Enrichment Program
- Strategic Leadership and Communications Program
- New Hire and Mid-Tier Real Estate Broker Sales Training & Coaching Program
- Women's Real Estate Leadership Program



Training & Coaching Professional Development



In response to market demand we have made a few of our workshops available via Open Enrollment, to view a schedule of classes and register visit www.LYNOUS.com

- Workshops
- Training Programs
- Strategic Planning
- Leadership Conferences
- Executive Retreat



COACHING

LYNOUS Talent Management provides confidential coaching services exclusively for commercial real estate professionals. Coaching offers a one-on-one targeted approach to professional development to high potential performers who need an added advantage to take their careers and abilities to the next level. It can also be targeted to individuals with interpersonal or performance challenges.

Our seasoned coaches bring years of practical experience, tools and techniques to impact the performance of leaders throughout your organization from high performance managers whose styles impede their performance or promotability, to newly hired or promoted managers wanting to jump start their success with a coach well-versed at aligning teams and managing others or and individual wanting to take control of their future call today to get started.

COACHING SERVICES

- Executive Coaching
- Career Coaching
- Sales Coaching
- Personal Development Coaching
- Performance Development Coaching
- Leadership Coaching
- Team Coaching
- Transition Coaching
- Organization Coaching



EDUCATIONAL WORKSHOPS

REAL ESTATE

- Real Estate Fundamentals
- Site Selection & Feasibility
- How Management Decisions Impact Investment Decisions
- Market Research and Analysis for Real Estate
- Investments 101
- Cash flow Analysis & Valuation
- Financial Reporting
- Mitigating Risk, How to Underwrite Credit
- CAM Reconciliations and Developing CAM Pools
- Lease Abstracts and Analysis
- Real Estate Contracts Elements & Basics
- Contract Negotiation Gambits & Tactics That Work
- EXCEL for Real Estate
- Advance Data Analysis Excel
- ARGUS Cash Flow Analysis
- Real Estate Insurance - CYA
- How Real Estate is Valued: the 3 Approaches
- Understanding the Development Process
- Effective Loan Submission Packages to Mitigate Risks
- Effective Portfolio Management
- Managing Assets for Peak Performance
- TREC Legal Update and Ethics

BUSINESS ACUMEN

- Understanding Tenant Financial Statements and Mitigating Risks
- Developing Property Budgets
- Introduction to Debt, Mortgages and Lending
- Effective Loan Submissions or Renewals
- Fundamentals of Accounting
- Understanding Financial Statements
- Understanding Sources of Financing
- Strategic Business Planning and Benchmarking
- Integrative Marketing and Financial Performance
- Real Estate Accounting
- Property Management Accounting
- Business Presentations
- Business Ethics
- EXCEL 2010: Leverage the Power

SALES

- Qualified Opportunities Result in Business
- Convert Conversations into Prospects
- ACT! Customer Management
- Articulate the Value Proposition
- Strategic Selling
- Customer Service
- Convert Effective Listening into Revenue
- Effective Negotiations
- Advance Strategic Negotiations
- Presenting to Win
- Strategic Account Planning
- Seven's of Selling Strategic Client Relationships
- Time Management: If Time is Money Where is Your Money
- Brand You...Inspired Performance
- Managing Perceptions and Evaluating Your Image

LEADERSHIP

- Powerful Communications for Great Leaders
- Leading a Team for Success
- Leadership Styles Impacting Financial Results
- Leading Effective Change
- Managing Across Generations
- Defining Team & Corporate Cultures
- Managing Conflicts While Maintaining Relationships
- Defining, Developing & Managing Team Dynamics
- Translating Team Effectiveness into
- Organizational Objectives
- Gender Roles in Communications
- Effective Teambuilding Workshop
- Aligning Individuals and Corporate Brands for
- Peak Performance
- Elevating Your Image to the Next Level
- Developing TRUST with Speed
- Managing for Performance For Managers of People
- Influencing Up, Down and Sideways
- Developing Market Position and Corporate Branding
- Assessing Company Personality/Culture & Core Capabilities

View more workshops, class schedules and register via Open Enrollment online at www.LYNOUS.com