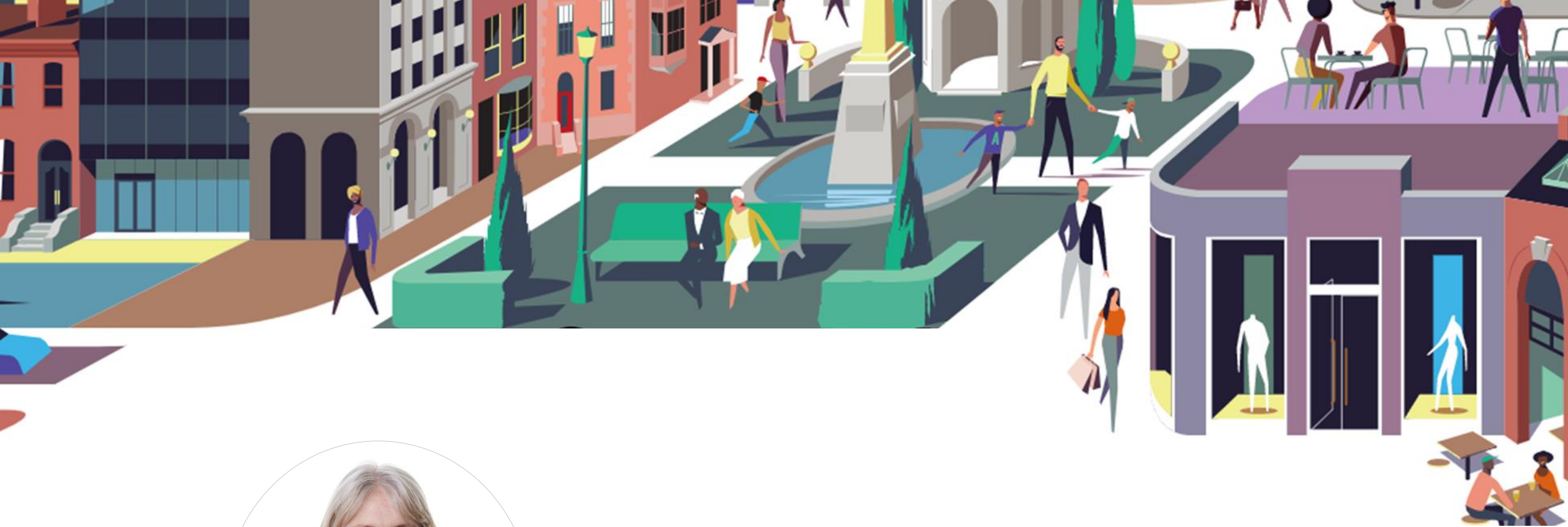


The Future of the Profession

We are our people

23rd September





Ros Goode
Managing Director, London
Emerging Leaders Chair

Ros.goode@avisonyoung.com

Agenda



AY Talent Journey



Powered by People – Importance of culture



Routes in to Real Estate



The AY Talent Journey



Our approach



Career Pathway

Ensuring that all aspects of the business have a tailored journey to take as one size does not fit all



Graduate Programme

Team dedicated to ensure our graduates fulfill needs for qualification



Emerging Leaders

Immersing our next generation leaders into learning and developing the skills required to become leaders



Shadow Boards

Allowing our employees to help shape business decisions and learn from the exec board

Affinity Groups

Powered by People



Our Culture



Our Strategy



Pace of change



ESG – 6th Pillar



**AVISON
YOUNG**

Routes in to Real Estate



AVISON
YOUNG

Our challenges for the future



Pressing need to broaden the next generation entering a career in the built environment



Data/sustainability skills needs



Role of the Government and RICS

