



European Retail Property School

ICSC European Retail Property School

RESEARCH & SELECTION OF TENANTS

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WHAT IS LEASING?

Lease: a transfer of rights to the possession and enjoyment of property for a definite period of time.

*The signed agreement between landlord and **tenant** that establishes responsibility, set standards, and states what is recoverable from tenants for the maintenance process.*

ICSC's Dictionary, 2nd Edition





WHY THE NEED FOR RESEARCH?



I. WHY MARKETING AND RESEARCH?

Research Is Building Block for Knowledge

- Research : Process of collecting, analyzing and synthesizing information for the purpose of making knowledgeable business decisions
 - Understanding demographics & psychographics of a trade area,
 - Analyzing a center's potential customer profile and shopping habits
 - To determine the prospective tenants for the center
- Knowledge based on **FACTS** rather than opinions or assumptions

S.W.O.T.
Strength, Weakness,
Opportunity,
Threat

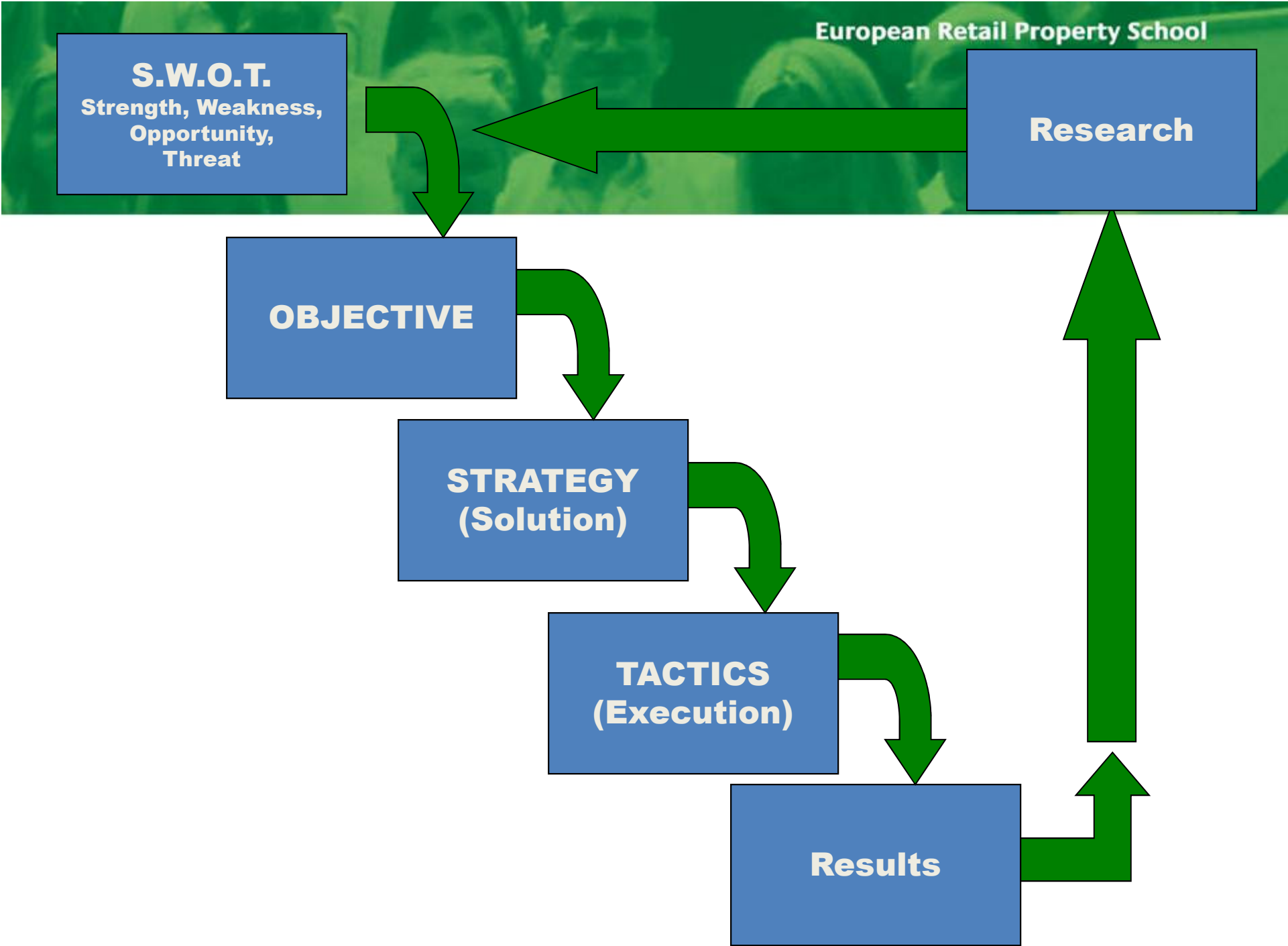
Research

OBJECTIVE

STRATEGY
(Solution)

TACTICS
(Execution)

Results





WHY RESEARCH?

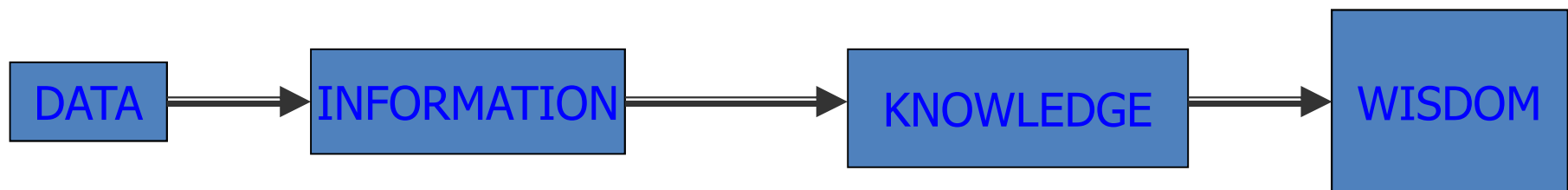
Leasing Requires Knowledge

- Knowledge of population statistics, demographics and lifestyle of trade area through market research
- Clear target market definition of the center
- Leasing strategies to meet the characteristics of the given trade area

WHY RESEARCH?

21st Century Leasing Requires Knowledge

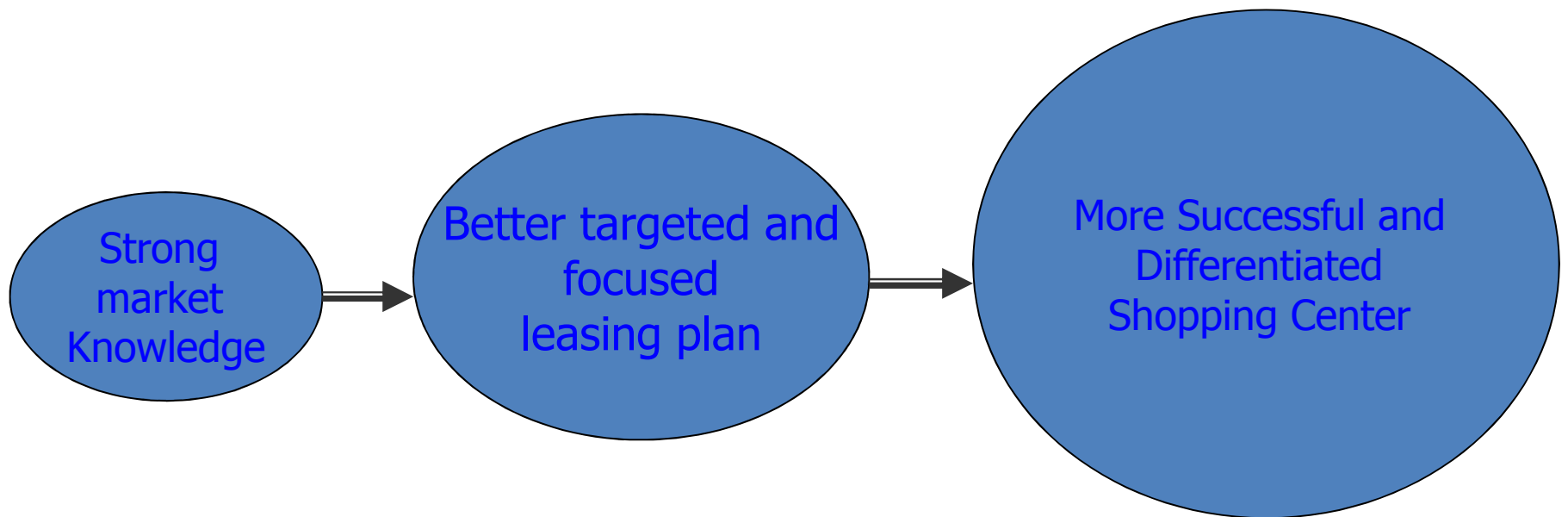
- Knowledge-based leasing
 - Market research defines the tenant mix needed to meet consumer demands within a particular trade area and helps to eliminate opportunistic leasing
- On-going trade area research to follow dynamic & changing needs
- Caution : Always Use Recent Data





WHY RESEARCH?

Utilization of research Maximizes Competitive Advantage





NO TENANT = NO CENTRE

1. Shopping centre concept

2. The market
 - Tenant mix and categories
 - Leasing strategy

3. Finding and identifying the right tenants



1. SHOPPING CENTRE DEFINITIONS

Shopping centre: a group of retail restaurants and other commercial establishments that is planned, developed, owned, and managed as a single property... The 3 main configurations of shopping centres are enclosed malls, open-air centres and hybrid centres.

ICSC's Dictionary, 2nd Edition

1. SHOPPING CENTRE DEFINITIONS

TYPE	CONCEPT	SQ. FT. (Inc. Anchors)	ACREAGE	TYPICAL ANCHOR(S)		ANCHOR RATIO*	PRIMARY TRADE AREA**
				NUMBER	TYPE		
NEIGHBORHOOD CENTER	Convenience	30,000 - 150,000	3 - 15	1 or more	Supermarket	30 - 50%	3 miles
COMMUNITY CENTER	General Merchandise; Convenience	100,000 - 350,000	10 - 40	2 or more	Discount dept. store; super-market; drug; home improvement; large specialty/discout apparel	40 - 60%	3 - 6 miles
REGIONAL CENTER	General Merchandise; Fashion (Mall, typically enclosed)	400,000 - 800,000	40 - 100	2 or more	Full-line dept. store; jr. dept. store; mass merchant; disc. dept. store; fashion apparel	50 - 70%	5 - 15 miles
SUPERREGIONAL CENTER	Similar to Regional Center but has more variety and assortment	800,000+	60 - 120	3 or more	Full-line dept. store; jr. dept. store; mass merchant; fashion apparel	50 - 70%	5 - 25 miles
FASHION/SPECIALTY CENTER	Higher end, fashion oriented	80,000 - 250,000	5 - 25	N/A	Fashion	N/A	5 - 15 miles
POWER CENTER	Category-dominant anchors; few small tenants	250,000 - 600,000	25 - 80	3 or more	Category killer; home im- provement; disc. dept. store; warehouse club; off- price	75 - 90%	5 - 10 miles
THEME/FESTIVAL CENTER	Leisure; tourist-oriented; retail and service	80,000 - 250,000	5 - 20	N/A	Restaurants; entertainment	N/A	N/A
OUTLET CENTER	Manufacturers' outlet stores	50,000 - 400,000	10 - 50	N/A	Manufacturers' outlet stores	N/A	25 - 75 miles

* The share of a center's total square footage that is attributable to its anchors

**The area from which 60 - 80% of the center's sales originate

ICSC Shopping Center Definitions is published by
International Council of Shopping Centers
1221 Avenue of the Americas
New York, New York 10020-1099
Phone: 646-728-3671
Fax: 212-589-5555
<http://www.icsc.com>



1. SHOPPING CENTRE DEFINITIONS

International Standard for European Shopping Center Types

Format	Type of Scheme		Gross Leasable Area (GLA)
Traditional	Very Large		80,000 m ² and above
	Large		40,000 – 79,999 m ²
	Medium		20,000 – 39,999 m ²
	Small	Comparison-Based Convenience-Based	5,000 – 19,999 m ² 5,000 – 19,999 m ²
Specialized	Retail Park	Large	20,000 m ² and above
		Medium	10,000 – 19,999 m ²
		Small	5,000 – 9,999 m ²
	Factory Outlet Center		5,000 m ² and above
	Theme-Oriented Center	Leisure-Based	5,000 m ² and above
Non-Leisure-Based		5,000 m ² and above	



1. TYPES OF CENTRES

- Super regional SC: > 80 000 sqm

Similar to a regional centre, but because of its larger size, has more anchors, a deeper selection of merchandise, and draws from a larger population base. Typical enclosed, with multilevels.

ICSC's Dictionary, 2nd Edition

- Regional SC: 40 – 80 000 sqm

Provides general merchandise (large part is apparel) and services in full depth and variety. Main attractions are its anchors such as mass merchant, fashion, department stores etc.

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- Neighbourhood SC: 20 – 40 000 sqm
- Small local centre: 5 – 20 000 sqm



1. TYPES OF CENTRES

- Shopping centres: power centres etc
- Factory outlets
- Retail parks, Fashion parks
- Themed centres
- Hybrid centres

What determines the concept?

Projects/new centres

- Market share unknown
- Reliance on market studies
- Focus on return on investment = rental income
- Relative freedom to organize mix

Refurbishment

Use existing knowledge:

- Commercial/data
- Limited freedom



2. MARKET – THE CONSUMER DECIDES

Tenants categories and types

- a. Tenants categories/trends
- b. Merchandising/tenant mix



2a. TENANT CATEGORIES

- Anchor stores
- Key tenants
- Line tenants
- Mom and pop stores



2a. STORE DEFINITIONS

- Anchor Store: > 1 000 sqm
- Junior anchor/MSU: 500 – 1 000 sqm
- Average store unit: 250 – 500 sqm
- Satellite store: < 250 sqm





2a. THE ROLE OF ANCHOR TENANTS

What is an anchor tenant?

- *A major store (usually a chain) in a shopping centre*
 - *having substantial economic strength,*
 - *occupying a large square footage.*
- *A major department store branch in a shopping centre.*
- *Stores that occupy the largest spaces in a centre,*
- *serve as the primary traffic generators.*

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Anchors:

- Make the centre commercially viable vs financially in itself
- Being (one of) the primary draw(s) of customers
- Occupies the largest spaces of a shopping centre



2a. TENANT CATEGORIES AND CLUSTERING

Tenant categories

Aggregated Category	Mandatory Category	Sub Category
1 Daily goods	11 Hypermarkets 12 Supermarkets 13 Miscellaneous goods and specialist food 14 Beauty and health products	111 Hypermarkets (GLA > 4.000 m2) 121 Supermarkets (GLA < 4.000 m2) 131 Flower shops 132 Magazines- and newspapers stores 133 Tobacconists 134 Butchers, Bakeries, Liquor stores 135 Pet shops, Zoo shops 141 Cosmetics and Toiletries 142 Pharmacies and Medical stores 143 Health Food stores
2 Fashion	21 Fashion ; small units	211 Men's wear (GLA < 500 m2) 212 Women's wear (GLA < 500 m2)



2a. TENANT CATEGORIES AND CLUSTERING

100	Ready wear			410	Furniture		
110	Women's Wear				White goods / Electronics /		
120	Men's Wear			420	GSM		
130	Unisex			430	Home accessories		
140	Sportswear			440	Home textile		
150	Leather, shoes, bags	100	RETAIL SECTOR CATEGORIES	450	Illumination		
	Underwear / Swimwear /		Ready wear	460	Home Decoration		
160	Socks	200	Beauty / Health / Accessories	490	Other		
170	Kids's wear	300	Food&Beverage				
190	Other	400	Home	510	Music / Books		
210	Jewelry	500	Hobby / Gifts / Specialty Ret.	520	Stationary		
220	Accessories	600	Culture / Art / Entertainment	530	Outdoor sports accessories		
230	Optics / Watches	700	Services	540	Toys & Models		
240	Cosmetics	800	Anchors	550	Computer / Computer		
	Beauty Center / Spa /	900	Other	560	Games		
250	Hairdresser			570	Petshop		
260	Health Club / Solarium			590	Specialty Stores		
290	Other				Other		
		610	Cinema	710	Dry cleaning	810	Department Store
310	Specialty Gourmet Store	620	Bowling		Locksmith, Bootblack,	820	DIY (Do-it-yourself)
320	Fast Food	630	Theater	720	Tailor	830	Discount Department Store
330	Restaurants	640	Kids play area	730	Drugstore	840	Automobile
340	Coffeshops	650	Art Gallery	740	Photo / Photocopy	850	Showroom
	Dried fruits / Candy /	690	Other	750	Travel Agency	860	Office
350	Chocolate			760	Flower shop		Hypermarket /
360	Wine House / Tobacco			770	Bank / Exchange	870	Supermarket
390	Other			790	Other	890	Other



2b. MERCHANDISING/TENANT MIX

Tenant mix

Tenant mix is a critical variable when planning a commercial area and will have a major impact on:

- the commercial profile of the business
- the visitors we want to attract





2b. MERCHANDISING MIX/TENANT MIX/MERCHANDISING PLAN

Merchandising plan: *an overall plan locating merchandise mix throughout the lease plan.*

Lease plan: *a detailed plan showing the size and configuration of each space located within the shopping centre.*

Merchandise plan: *a forecast of all major elements that enter into gross margin.*

ICSC's Dictionary, 2nd Edition



2b. TENANT MIX

What is the right tenant mix?

Right for the centre =

what the shopper wants (keep in mind when putting mix together, not only yield focus, it will pay off).



2b. RENT ROLL AND THE MERCHANDISING MIX/DESIGN

- You need a merchandising mix/plan in order to complete a rent roll.
- They go **TOGETHER!**
- Each unit is unique, therefore its value is different from its neighbour's value.



8 m shopfront



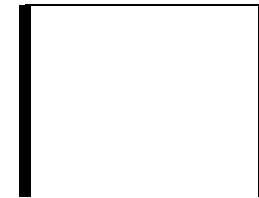
Rent = X

16 m shopfront



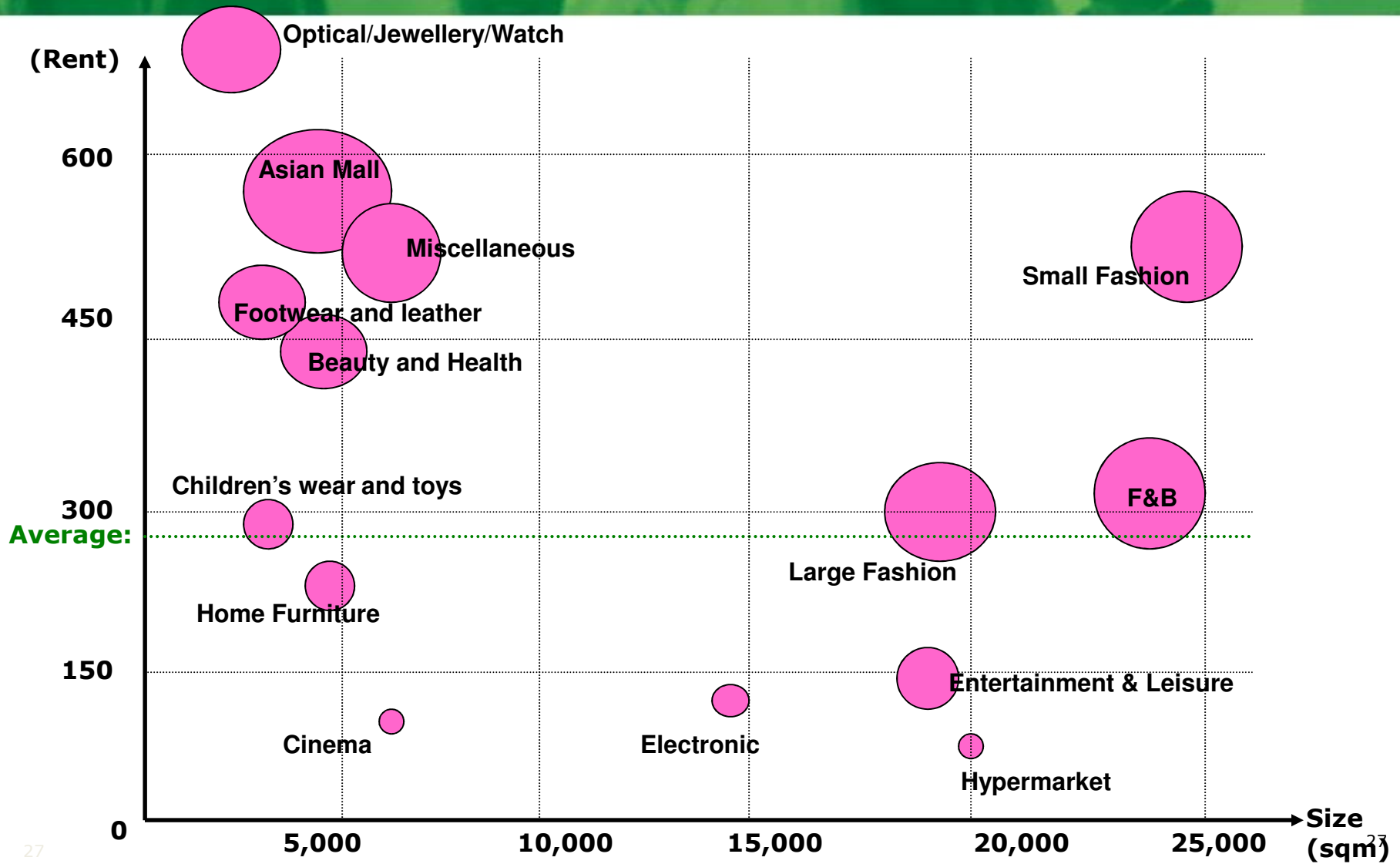
Rent = X + 3

Reduced visibility



Rent = X - 3

2b. CATEGORY ANALYSIS





2b. DISTRIBUTION OF CATEGORIES

Category	GLA (Sqm)	% of Total GLA	# of Tenants
F&B	23,506	14.7%	57
Audio	2,750	1.7%	4
Beauty & health products	4,630	2.9%	40
Children's wear & toys	3,691	2.3%	15
Footwear & leather goods	3,800	2.4%	39
Furniture & household goods	6,331	4.0%	21
Fashion Over 500sqm	18,700	11.7%	17
Fashion Under 500sqm	24,093	15.1%	129
Asia Mall	4,252	2.7%	1
Sports	5,800	3.6%	7
Optical goods, watches, jewellery	3,954	2.5%	41
Electrical goods	14,740	9.2%	23
Entertainment & leisure	17,653	11.0%	12
Miscellaneous goods & services	5,100	3.2%	46
Supermarket	1,000	0.6%	1
Hypermarket	20,000	12.5%	1
Total GLA	160,000	100%	454

Market Studies & Trade Areas:

- Demographics
- Competition
- Pre-letting (tenants interest)

Evolving the mix, adaptation to behaviour, environment, competition

Taking into account new shopping habits, internet, click and pick –
New trends

Use/clusters vs. Price-point positioning
(cultural differences)

2b. COMPETITION MAP: Lublin, PL



Echo, 70TGLA, 2013
Agreement with the City signed

Cinema
Hypermarket



OLIMP, 2TGLA, 2012
Extension – Cinema

Cinema



E.Leclerc, 13TGLA, 2011
Extension

DIY



FELICITY, 80TGLA,
New agreements with Tenants

Hypermarket
DIY



INTERBUD, 55TGLA, 2013
Looking for a partner

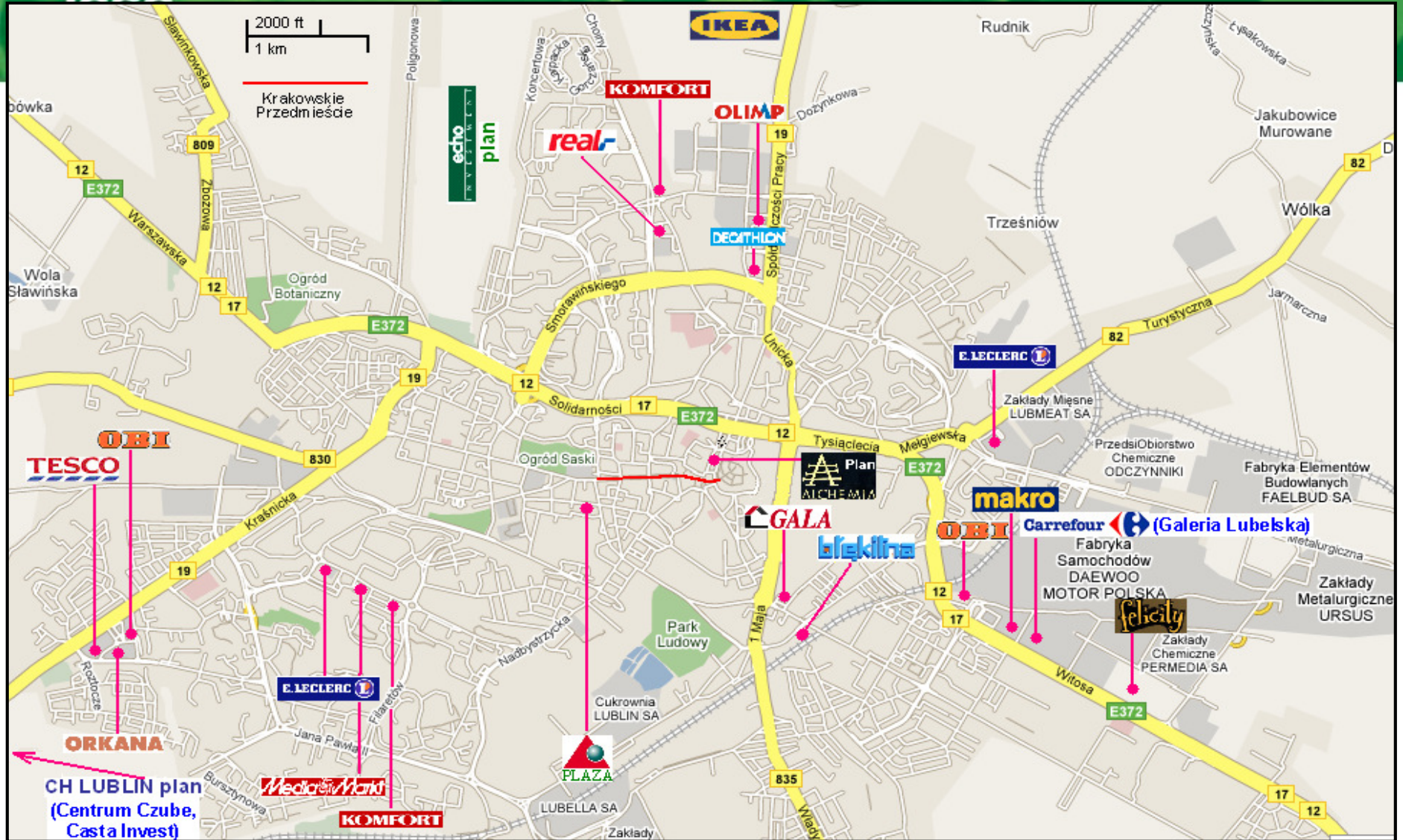
Hypermarket
Cinema
DIY

GALA, 120(exist.15)TGLA,
Extension

DIY Cinema

■ lokalizacja inwestycji investment location
— granice głównych (P) i drugorzędnych (S) obszarów konsumencyjnych primary (P) and secondary (S) catchment area borders

2b. COMPETITION MAP: Lublin, PL





2b. COMMERCIAL CONCEPT – AN EXAMPLE

- **Format:** Super regional shopping centre (>80 000 sqm GLA)
- **Target:** Mid to mid-high income families
- **Core customers:** Fashion conscious women age 25-45 and high spending late teens/young adults.
- **Concept:** Mix of international and national retailers supported by hypermarket, substantial F&B offer, cinema and entertainment
- **Planned anchors:**
 - » Full size hypermarket (12 – 25 000 sqm)
 - » Electronic store, Sport, Toys, Furniture
 - » Substantial F&B offer (5% - 20% of GLA)
 - » Junior anchors, fashion (Zara, H&M, C&A, etc.)
 - » Entertainment (cinema, arcade, kids education, etc.)



2b. COMMERCIAL PLAN EXECUTION

Based on the overall concept:

- *Identify and prioritize possible anchors*
- *Define tenant categories incl. mandatory category leaders*
- *Divide into sub-categories*
- *Cluster and allocate space*
- *Name, size, rental income and main conditions*



2b. THE MARKET - CONCLUSION

Requirements to achieve a good tenant mix

- Knowing brands, trends, new concepts, bestsellers
- Thorough analysis of market and competition
- Knowing the retailers
(their business; good relationship)

Requirements to achieve a good tenant mix

- Individual retail identity (positioning) and clear retail clustering are as important as the tenant mix itself.
- Lease Strategy must be carefully planned and organized
- Secure the best possible tenant mix by adapting to local market conditions.



Project Assessment and Viability

4. Best Use/Risk Analysis
 - “Highest and Best Use”
 - Physically Possible
 - Legally Permissible
 - Financially Feasible
 - Maximally Productive



B. Understanding the Market/Consumer

1. How, What, Where They Make Purchases
 - Consumers are
 - more demanding
 - more time-conscious
 - more quality-conscious
 - more price-consciousness





B. Understanding the Market/Consumer

- Consumers look for
 - convenience
 - attractive shopping atmospheres
 - impeccable service





B. Understanding the Market/Consumer

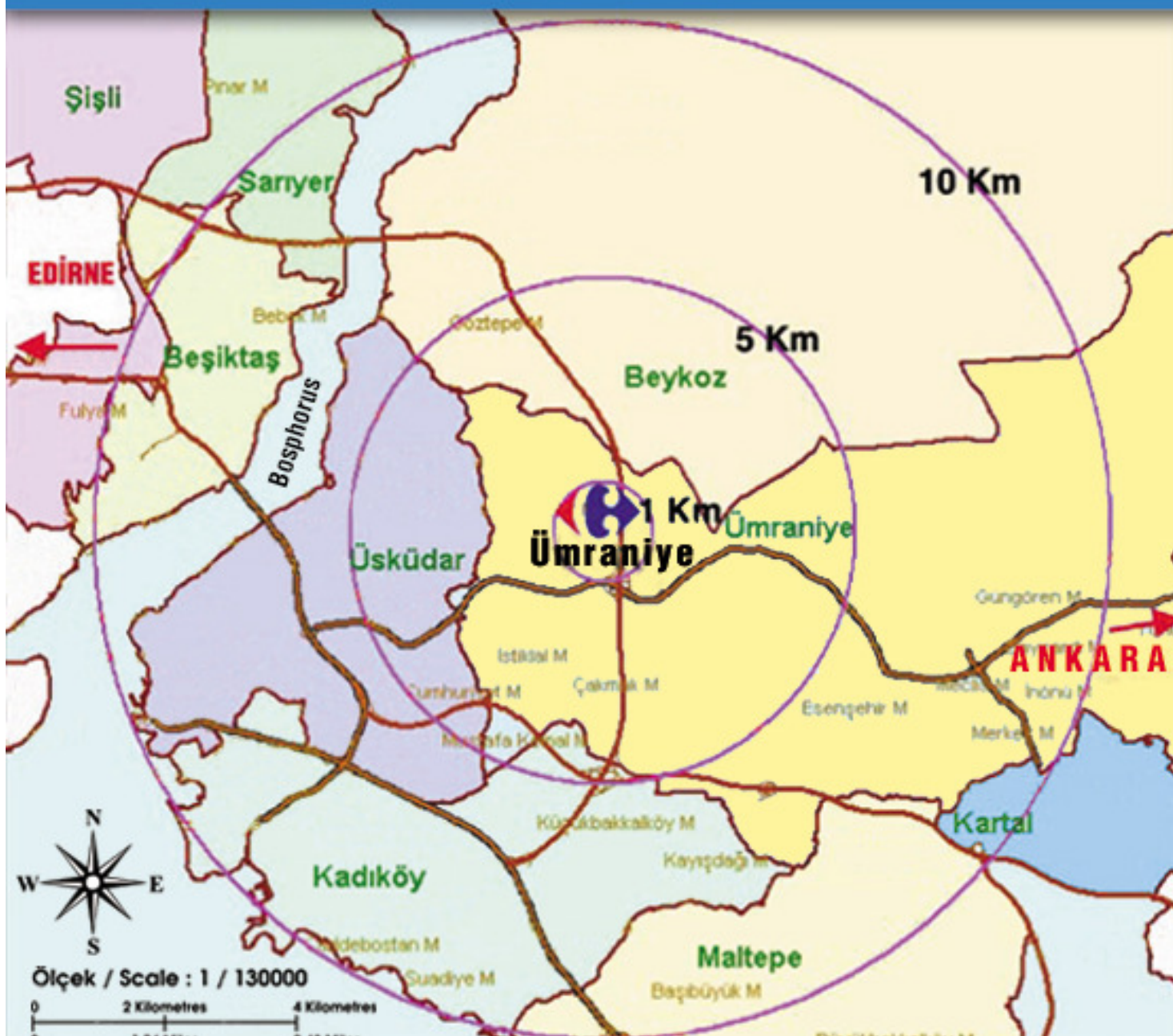
2. Population Concentrations, Growth Areas
 - Knowledge of target catchment area
 - Population statistics

III. RESEARCH: VITAL AND NECESSARY

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III. RESEARCH: VITAL AND NECESSARY



GAYRİ SAFİ MİLLİ HASILA* GROSS NATIONAL PRODUCT

	BEYKOZ 2528.75\$
	BEŞİKTAŞ 8429.95\$
	KADIKÖY 4659.44\$
	KARTAL 3782.55\$
	MALTEPE 1671.00\$
	SARIYER 2193.13\$
	ÜMRANIYE 1825.60\$
	ÜSKÜDAR 2664.72\$
	ŞİŞLİ 13866.09\$

* KAYNAK: DEVLET İSTATİSTİK ENSTİTÜSÜ

* SOURCE: STATE STATISTICS INSTITUTE

NÜFUS

CATCHMENT	1 Km:	23,677
	5 Km:	587,027
	10 Km:	2,140,329



B. Understanding the Market/Consumer

3. Demographics

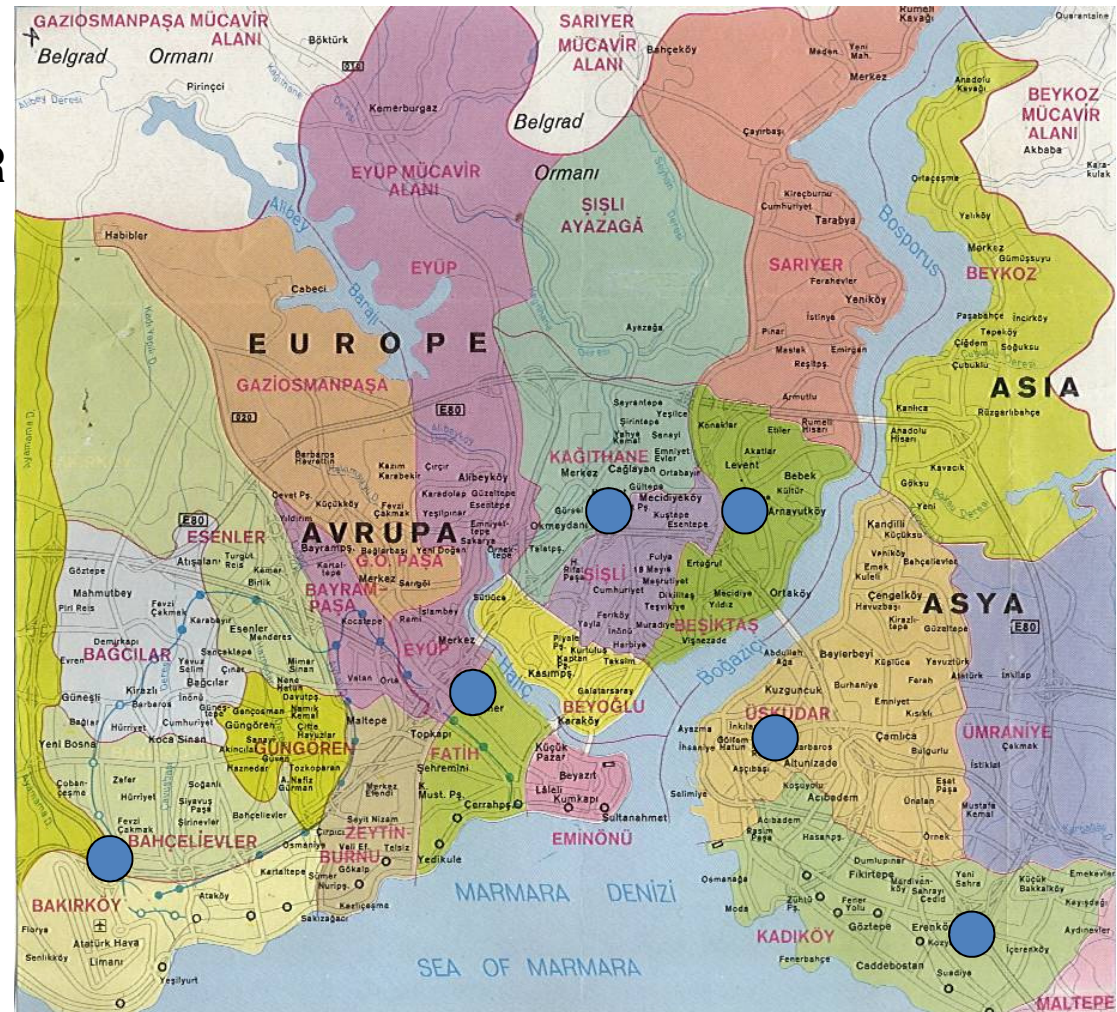
- Vital statistics of the marketing area
 - population,
 - age and sex distribution,
 - average income levels,
 - number of children,
 - education level,
 - unemployment level,
 - socioeconomic level ...
- Basic neutral, unbiased data about potential shoppers in a geographic area can be inferred

III. RESEARCH: VITAL AND NECESSARY



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**Example : AN OUTLET CENTER
POTENTIAL RESEARCH IN
ISTANBUL
by
AKADEMETRE in 2003**

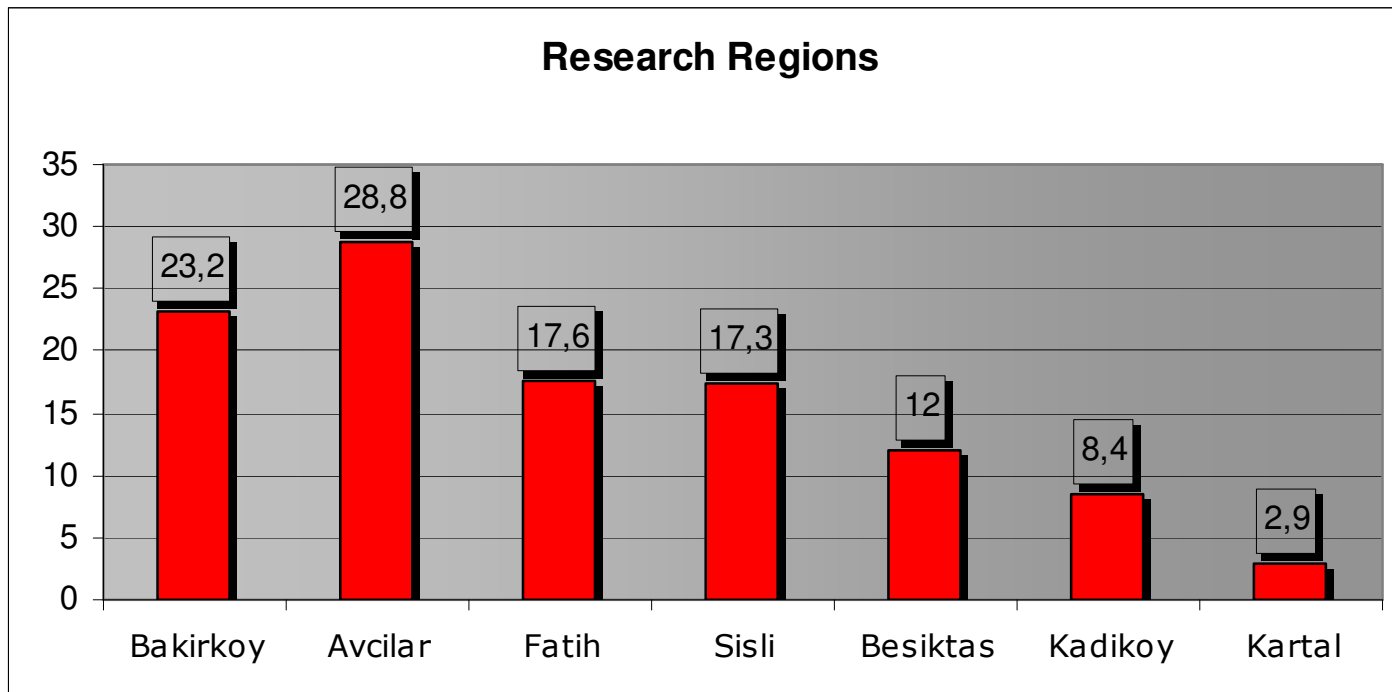


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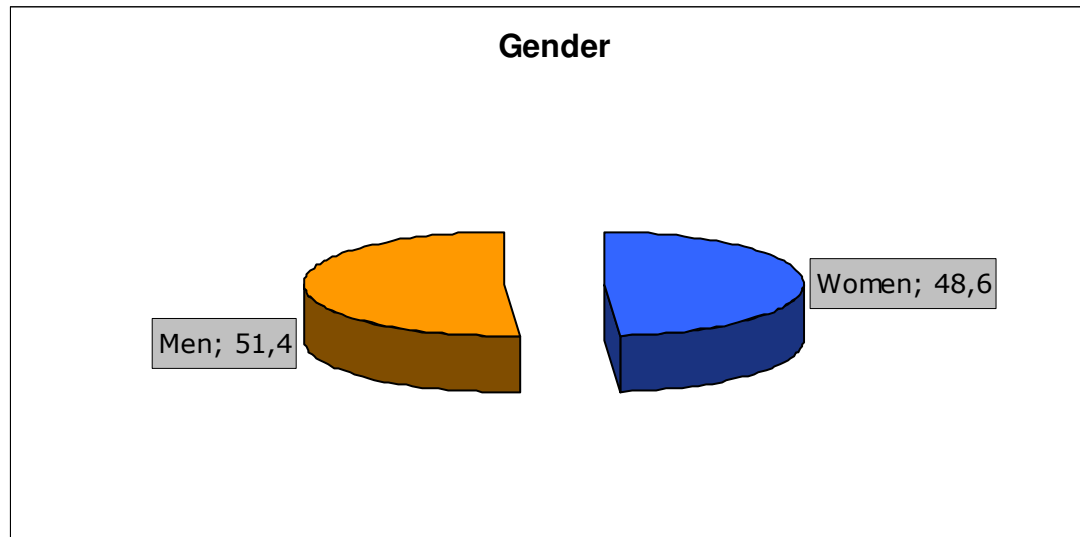


Research took place in the following districts with the indicated ratio:



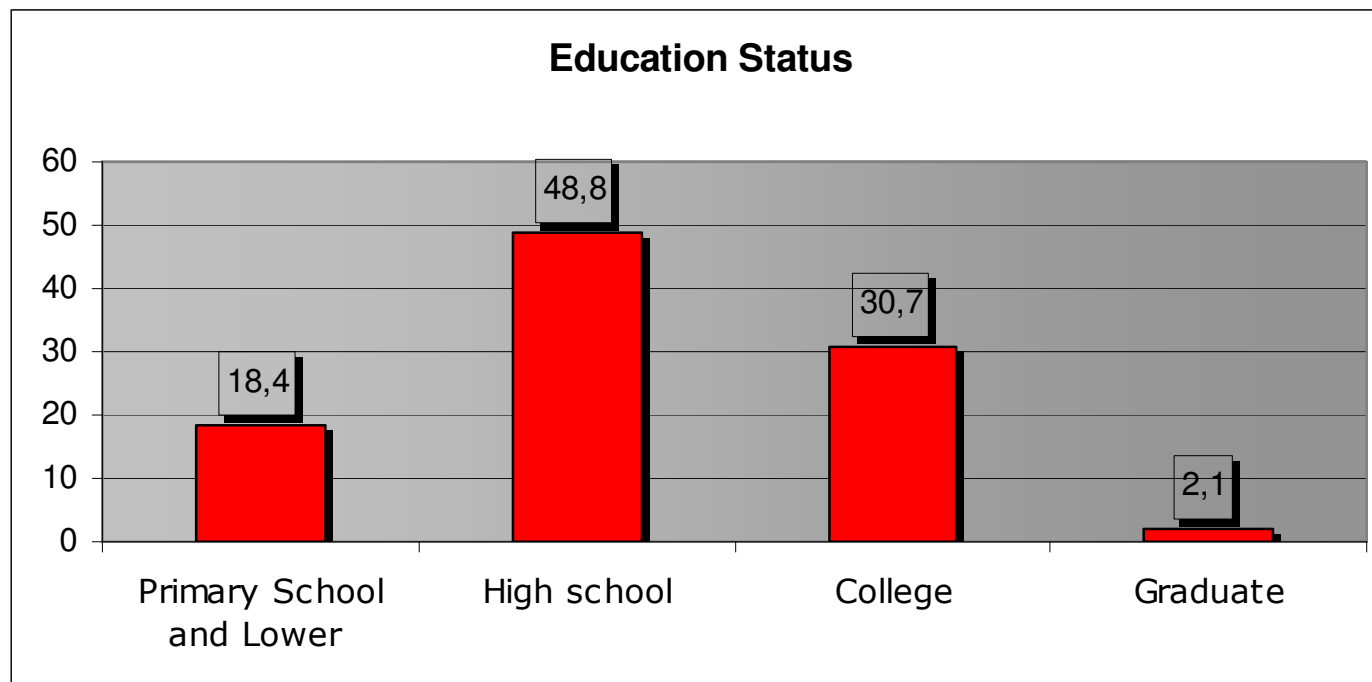


In these city districts, the following Gender Distribution exists :



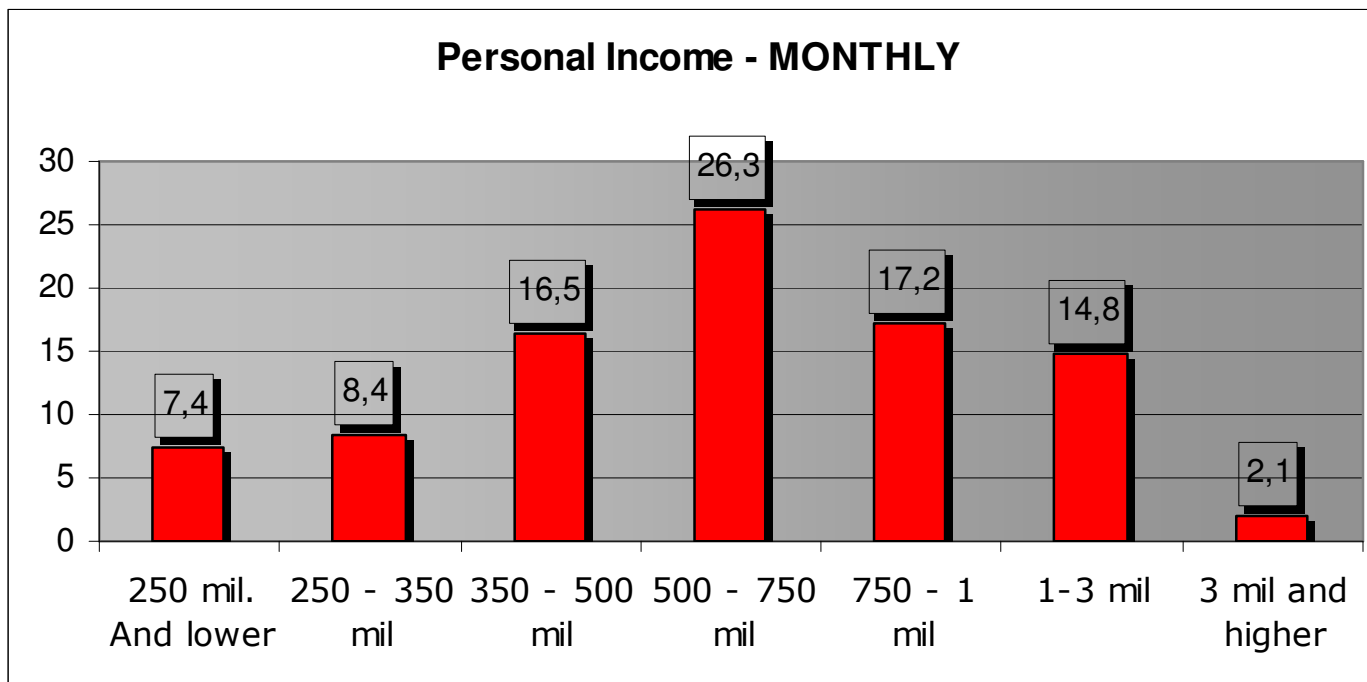


The Education Distribution is as follows :





Monthly Personal Income distribution is as follows:





B. Understanding the Market/Consumer

Psychographics

- Populations are grouped, not according to demographic statistics alone, but according to life style clusters too.

Case Study [Bluewater -1](#) [Bluewater 3](#)



C. Knowledge Is Greater & Faster Than Ever

1. Technological Advances

- Communication of all means
 - Internet – Magnificent tool of our era
 - Searching for competitors
 - Searching for statistics
 - Networking
 - Easy questionnaires / Polls & Valuations

III. RESEARCH: VITAL AND NECESSARY

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Adres <http://www.olivium.com>



TÜKETİCİYLE DOST
ALTIN KALİTE
ÖDÜLÜ

English | Türkçe | Olivium Hakkında | Olivium'a Ulaşım | Olivium İnsan Kaynakları | Olivium Kiralama | İletişim
Ana Sayfa | Olivium Haber | Olivium Kampanyalar | Basında Olivium | Olivium Gezi | Eğlence | Olivium Sinema | Mağazalar | İstekler | Linkler



4 Yıldır Sizlerle

Olivium 4 yaşında...
Paranın değerini bulduğu Olivium Outlet Center 1 Nisan'da 4'üncü yaşına girmenin mutluluğunu yaşıyor.

SALI günü
Olivium'da **fırsat**
günü
*Ayrıntılı Bilgi İçin Tıklayınız !!!

3. Olivium Outlet Center Anneler Günü Pasta Yarışması

D&R'da en çok satanlar 

Olivium **Servis**
Ataköy / Florya /B.evler/B.şehir
*Olivium'un ücretsiz hizmetidir


Sahne
AÇILDI

Ceyhun Yılmaz
1mayıs2004
saat**15.00**'te imza gününde sizlerle

USD : 1,424,135
EURO : 1,700,987
SORUMLULUK

İSTANBUL : 16°C

• Arama OK

• Üye Girişi
MAIL
ŞİFRE
ÜYE OL / ŞİFREMI UNUTTUM OK

• Anket
Sizce Yılın Annesi Kim

 **MGD 11** altın objektif ödülleri töreni **olivium**'da Yapıldı
resimler için tıklayınız. >>

III. RESEARCH: VITAL AND NECESSARY



Adres <http://www.deiracitycentre.com/deiracitycentre/index1.html>



about deira city centre



shopping information



customer services



virtual tour



what's new



citylife magazine



picture gallery



Dubai city guide



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send a postcard



Dubai is one of the most popular holiday destinations in the Middle East. The city is also home to one of the most popular malls in the region - Deira City Centre.

Whether you're a resident of Dubai, on a weekend break or enjoying a fortnight's holiday, Deira City Centre has plenty to offer you - a choice of 240 superb shops, restaurants, fast food outlets, a children's entertainment centre, [Sofitel City Centre Hotel](#) and much, much more!



Explore our Web site and you'll discover an [interactive store directory](#) details on the many [events](#) taking place at Deira City



C. Knowledge Is Greater & Faster Than Ever

2. Growing Sophistication Of Shopping Center Professionals

- Knowledge is shared through both international and national industry & professional associations
- More information available to more professionals through periodic meetings (fairs, seminars, conferences) and advanced communication means (internet, e-groups, etc)



C. Knowledge Is Greater & Faster Than Ever

3. Greater Acceptance of Research in Both Retail and Real Estate (cont'd)

- Differentiate from other retailers
 - National and international site selection process
 - Analysis of governmental, sociological, technological, economic factors, economic strengths and weaknesses of a location
- More successful and guaranteed results if research is done



C. Knowledge Is Greater & Faster Than Ever

3. Greater Acceptance of Research in Both Retail and Real Estate (cont'd)

- Real Estate

- To add value during the development process
 - Providing information
 - Analyzing information and creating knowledge
 - Similar approach with retailer research
 - Location analysis / trade area analysis
- To Make more informed and correct decisions



D. Research Sources

- ICSC
- Research companies
- Internet
- State Statistics Institute
- Industry books
- Industry magazines, periodicals
- Simple observation of major market players
- Contacts with retailers



E. Using Research to Make Lease Plan Decisions

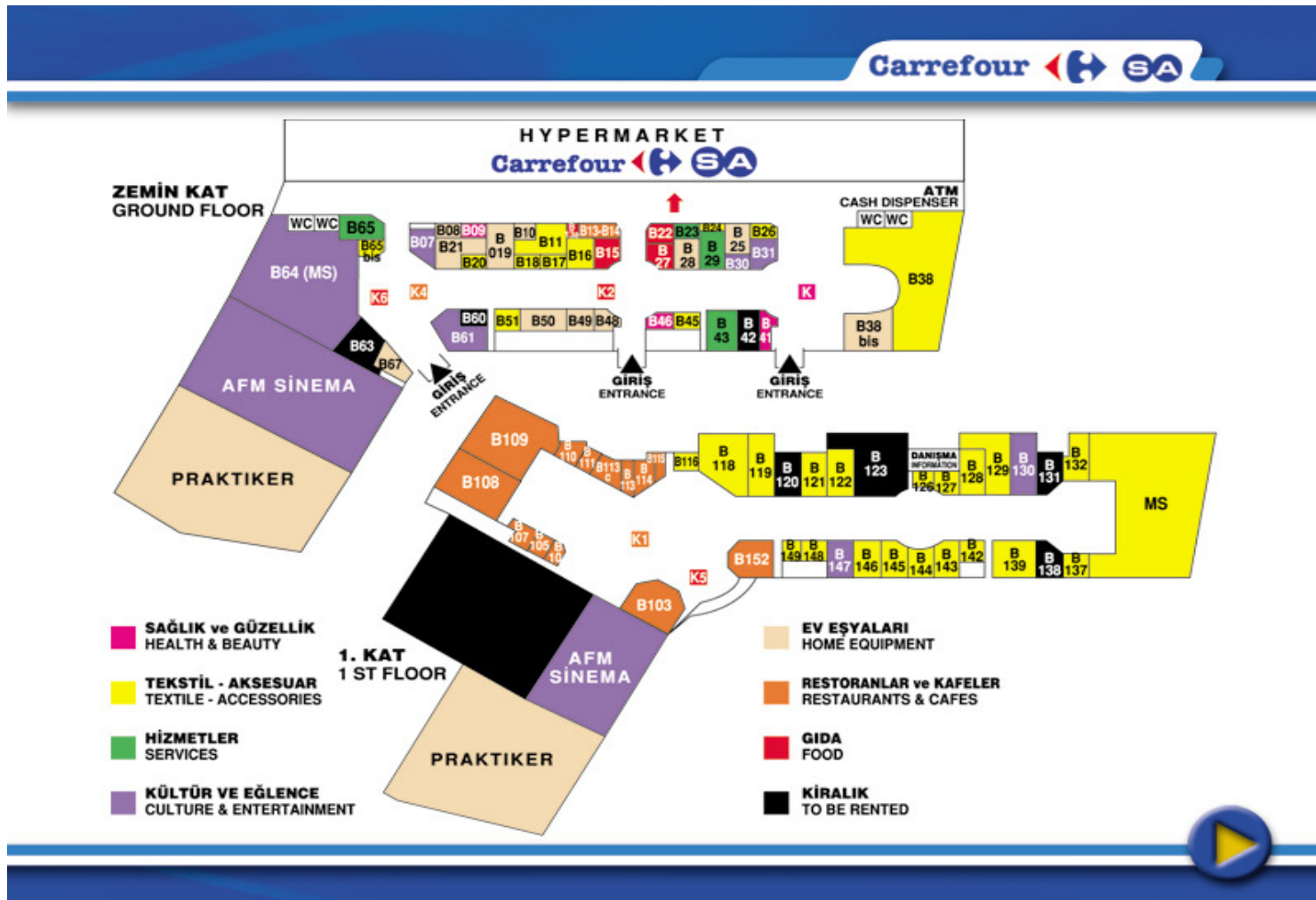
Search for New Tenant Concepts

- Health and beauty Day spa, health club
- Sports and recreation Extremerports/ interactive
- Indulgences French pastries,
Belgian Chocolate
- Eating Outdoor, ethnic chains,
quick casual
- Education Bookstore/café/events
- Fun Artplex, skatepark
- Nesting Home entertainment,
furnishings
- Take Away Food Prepared gourmet foods
- Personal finance Stock broker, banking



Refining the Merchandising Plan

– b. “Twig” Units/Brand Extensions





1. Refining the Merchandising Plan

c. Entertainment Concepts

- World Examples
 - Xanadu Madrid: Ski pist
 - Almada Forum : Climbing Wall
 - Budapest : Oceanarium
 - Galleria : Ice skating

III. RESEARCH: VITAL AND NECESSARY ENTERTAINMENT CONCEPT



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ALMADA FORUM -
PORTUGAL



SKI PIST - SPAIN

III. RESEARCH: VITAL AND NECESSARY ENTERTAINMENT CONCEPT



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GALLERIA - ISTANBUL

III. RESEARCH: VITAL AND NECESSARY ENTERTAINMENT CONCEPT

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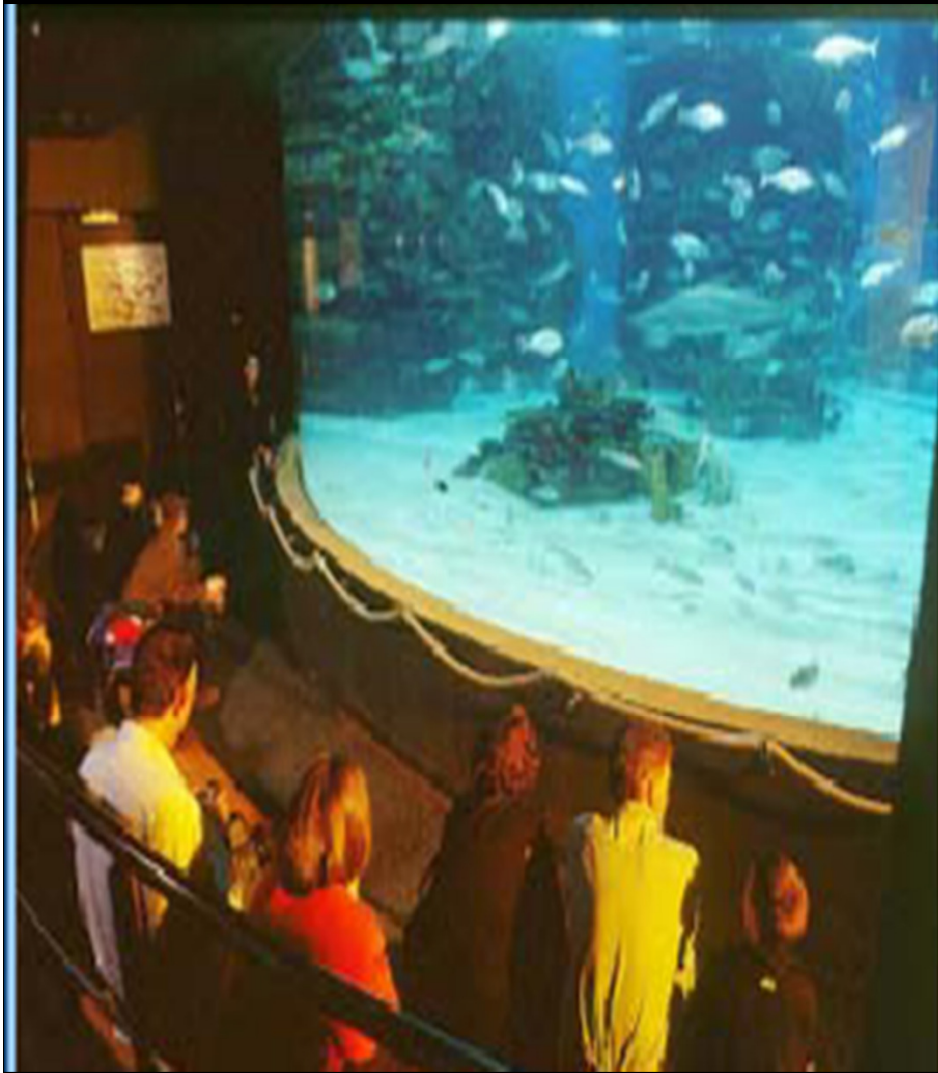


Tropicarium Oceanarium, Budapest

III. RESEARCH: VITAL AND NECESSARY ENTERTAINMENT CONCEPT



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1. Refining the Merchandising Plan

- d. Dining





Refining the Merchandising Plan

- e. Leisure Concepts



EASTON PARK COLUMBUS



E. Using Research to Make Lease Plan Decisions

2. Recognizing Market Realities

- a. Successful Concepts Must Appeal to the Greater Market
- b. Research Should Not Be Manipulated to Paint A False Picture



3. FINDING & IDENTIFYING TENANTS

Finding the right tenants:

- Positioning (existing centres) / Commercial concept (projects)
- Marketing – Marketing material / trade fairs / iPads & other electronic support
- Long standing relations – a tenant brings a new tenant
- Agents



3. IDENTIFYING TENANTS

Positioning

- Pure retail vs leisure & entertainment vs F&B etc
 - Complexity: role of hard discounters and value retailers that make it confusing to organize and target.
- Brands
 - Importance of brands vs categories
 - Different cultural appreciation



3. FINDING & IDENTIFYING TENANTS

Approaching tenant & merchandising mix strategy – checklist

- Target, list and rank the **best retailers in each category** based on brand recognition, range, performance and customer expectation, all clearly clustered and easy for visitors to overview and grasp.
- Focus on **Junior Fashion Anchors**
- Focus on **Newcomers-First-to-Market** and/or **unique tenants**
- **Diversify Tenant Mix** – ensure that one category does not dominate too much, especially in markets where the same fashion brands are found at all competing shopping centres.



3. FINDING & IDENTIFYING TENANTS

Approaching tenant & merchandising mix strategy - checklist

- Price points range – ensure broad appeal, particularly with middle price point.
- Support tenant mix with **services, food & beverages**, playgrounds, sport and other **leisure facilities** to make the mall more attractive and to prolong the dwell time.
- Bring in **food stores** to increase frequency.
- Strive for at least **40% cross border retailers**.



3. IDENTIFYING TENANTS

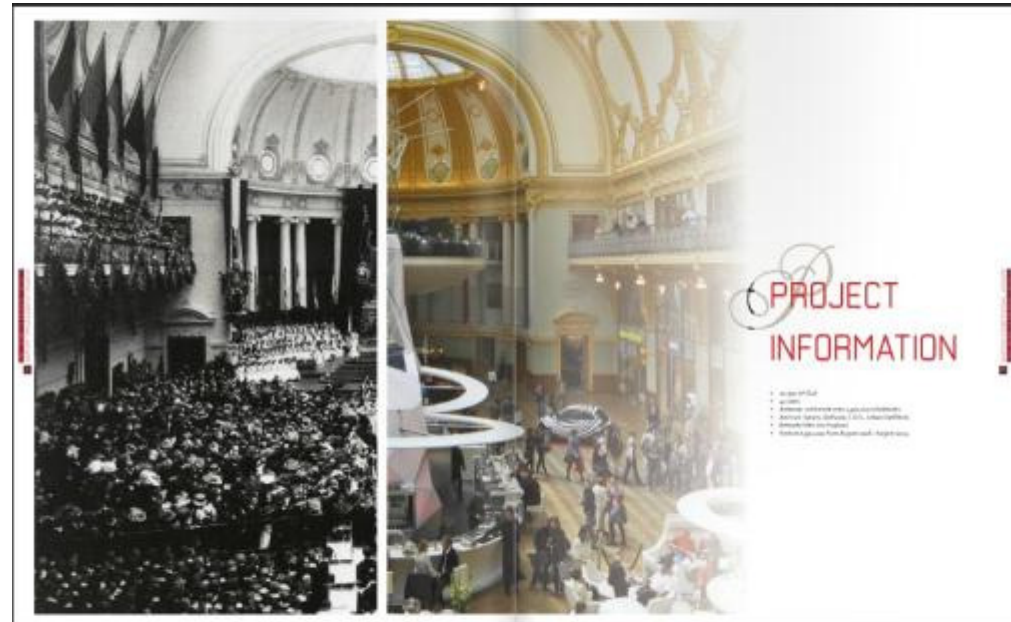
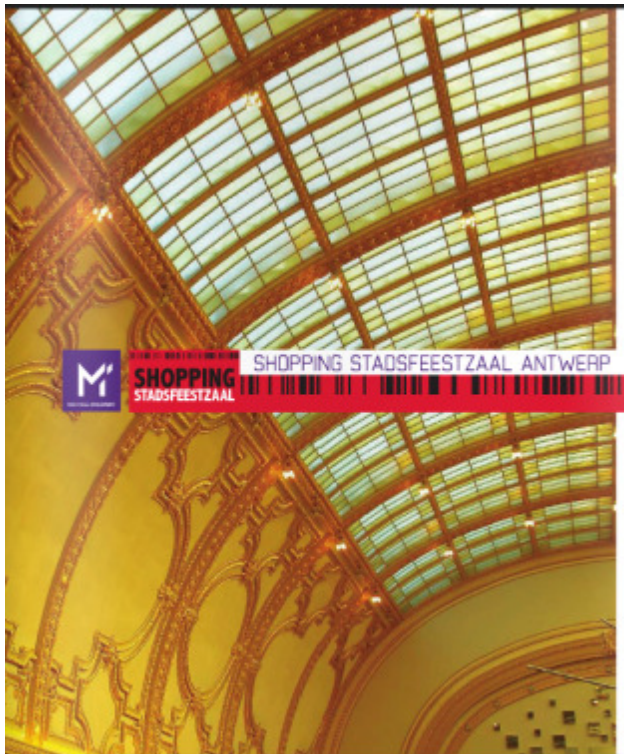
Brands

- The strength and importance of brands vs categories
- Brands take the lead over pure mix: Apple, A&F, Primark etc.



3. B2B MARKETING

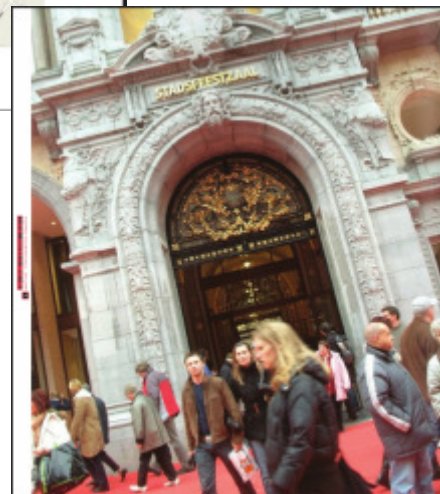
An example: Leasing brochures





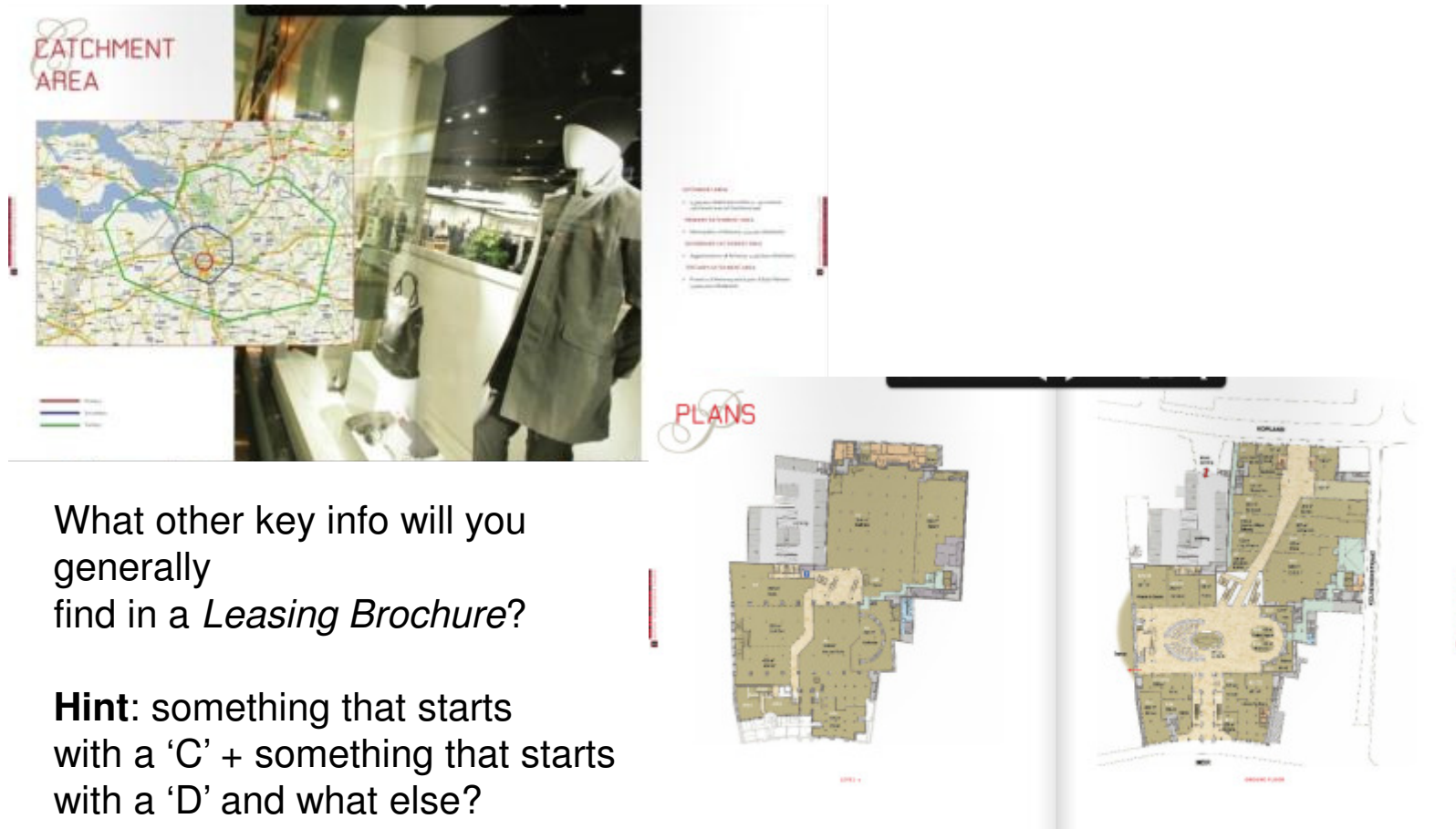
3. B2B MARKETING

An example: Leasing brochures



3. B2B MARKETING

An example: Leasing brochures



What other key info will you generally find in a *Leasing Brochure*?

Hint: something that starts with a 'C' + something that starts with a 'D' and what else?



Thank You!..

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Class Evaluation:

Please remember to complete the class evaluation by using your smartphone or tablet.

Class Evaluations Link:

survey.icsc.org/2014ERPS

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Istanbul, Turkey
17-21 February, 2014

SESSION:

INSTRUCTOR(S):

Please rate the #1-5 using the appropriate number.

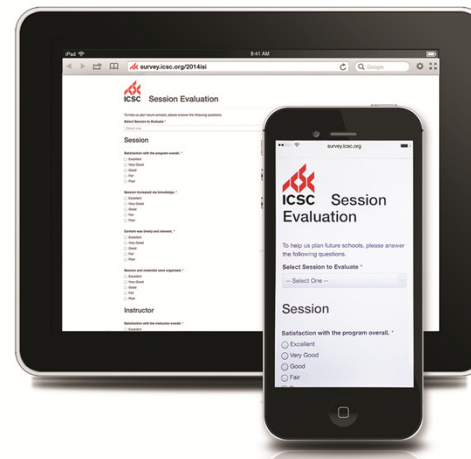
SESSION:	Excellent	Poor
1. Satisfaction with the program overall.	5 4 3 2 1	
2. Session increased my knowledge.	5 4 3 2 1	
3. Content was timely and relevant.	5 4 3 2 1	
4. Session and materials were organized.	5 4 3 2 1	

INSTRUCTOR(S):

INSTRUCTOR(S):	Excellent	Poor
1. Satisfaction with the instructor overall.	5 4 3 2 1	
2. Instructor demonstrated a strong command of the information.	5 4 3 2 1	
3. Instructor was enthusiastic, professional and kept me engaged in the learning.	5 4 3 2 1	
4. Instructor provided practical and relevant examples?	5 4 3 2 1	

COMMENTS:

1. What issues, challenges or trends are you dealing with now that could be recommended for future education sessions?
2. What is the most valuable takeaway you gained from the session?
3. What enhancements would you recommend for the session?
4. Additional comments?





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