

NAREC HOT TOPICS - AUSTIN, TX

DECEMBER 1, 2022

▶ **People and talent**

- ▶ Find, keep happy, retain.
- ▶ CRE staffing needs under a recession scenario?
- ▶ Outsourcing – just a cost advantage or is it now a capacity imperative?

▶ **CRE general economics and capital markets**

- ▶ Inflation and cap rates, impacts on deal flow volumes (and need for brokers and related support staff?)
- ▶ Cost of debt for new development and refinancings/muted equity yields. What are member firms doing in portfolio positioning?

▶ **Workflow management tools** – what are you using or looking at?

▶ **ESG – what impacts are being felt? Public vs Private vs Institutional**

NAREC HOT TOPICS - AUSTIN, TX

DECEMBER 1, 2022

▶ **Property types and unique aspects**

- ▶ Office - post COVID return to work needs/downsizing/alternative uses
- ▶ MF (traditional and newcomer BTR/SFR communities)
 - ▶ Tenants can't afford a purchase down payment/monthly mortgage payment vs increasing rental rates – are BTR/SFR communities the in between answer?
- ▶ Industrial/distribution - still strong but recent demand pullback from Amazon and other mega users
- ▶ Data centers - general use vs crypto mining specific.
- ▶ Retail - the good, the bad and the ugly. E-commerce implications?
- ▶ Hospitality – business travel is still in rebound mode but personal travel demand is firmly back.

▶ **Other topics of interest to our members?**