

Boise Young Professionals – b|wise Facilitator Introduction



KaLinn Dishion
Group One
COO & Broker

As COO I am responsible for operations and management of 2 offices, hiring, training and supervising approximately 20 support staff, negotiating and administering contracts for facilities, equipment and services, and supervising publication of our weekly magazine. Last year I oversaw the design, construction and opening of our new 22,000 sq.ft. office. As part of a 4-person management team I participate in identifying, developing and implementing strategies to achieve sustainability & profitability, analyze and identify real estate trends and industry changes, assist in financial management, and develop and coordinate internal and external advertising.

As broker I am responsible for the activities of all persons associated with the company, including approximately 220 licensed realtors. I am required by law to review and approve every real estate contract handled by a Group One agent. I meet with agents and clients to assist in contract preparation, negotiations and dispute settlement, develop and coordinate agent support services (training, orientation, graphics department, transaction coordinators, marketing, contract support), am responsible for legal and ethical compliance requirements and serve on various real estate related boards and committees.

Leadership Definition	A leader demonstrates quiet strength, outspoken passion, thrives on learning, is willing to take risks and make mistakes, provides direction, has the ability to inspire and share a clear vision.
Passion	<ul style="list-style-type: none"> • My past and present passions include bike racing (road & track), inline skate racing (5K to 100K), cross country skiing, gardening, travel (my dog has been to Europe 9 times) and family. • I am currently passionate about becoming the best broker and leader I possibly can for over 220 real estate agents, growing the company and preserving the culture.
Most important lesson early on in my career	<ul style="list-style-type: none"> • Choices are rarely black or white/right or wrong. • Honesty is ALWAYS the best policy, no matter how difficult the message.
What I wish I had learned early in my career	<ul style="list-style-type: none"> • Problems are really opportunities. • When you change the way you look at things, the things you look at change.
What I hope to gain from this experience	I hope to gain understanding, knowledge and insight from other unique ways of seeing business, people and the world.
Preferred meeting times for b wise group	Between noon and 7 pm. Group One office at 950 River Street, Suite 300 (above Cottonwood Grill).
Possible Topics (team members will edit to target specific interests)	<ul style="list-style-type: none"> • Perfecting Servant Style Leadership • Effective communication when it matters most • Creating operational efficiencies • Creating strong customer relationships • Marketing ideas • Project Management • Delegation • Time management • Cost savings • Performance Management • Change Management • Succession Planning
Facilitation style	While I prefer a “relaxed” style, I would take into consideration the wants and needs of the group as a whole, knowing that each group will have its own unique style and energy. Having a topic provides a grounding point around which ideas and discussion can evolve, yet allows flexibility to explore in directions yet to be discovered. Some of the most valuable insight in our last session came from seemingly random discussions. While I was extremely happy with the results of our first session, if participants have expectations of more concrete takeaways, I would be very willing to look at more structured formats.