



Realty & Valuation Newsletter

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SUMMER TIME, SUMMER TIME~

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RUSSELL W. THOMPSON, JR- It is with heavy heart that I write this. On August 26th, Russ Thompson, a member of *AMERIVAL*, slipped quietly to heaven. Russ has been an associate of ours since the early 1980's. He became a friend, I mean, Friend, in the truest sense. Russ was always there when you needed him. We spoke nearly every week. He had been sick for quite a few years but was able to stall the inevitable till now. His latest series of tests indicated he was doing fine which was within the week prior to his passing. I guess God didn't want him to suffer the indignation of dying slowly and called him while he was in a good frame of mind. Every time we spoke he'd ask if I knew a good looking redhead for him. He left no wife or children, but he has many people in his family, the fire department of which he was part and the appraisal community all suffering the loss of this kind and beautiful person. In all the years that we were friends he never once said an unkind word of anyone that we knew. He liked everyone..and everyone liked him.

Russ was one of the very best appraisers with whom I had the pleasure of working. His research on projects and cases was incomparable. His reports were all inclusive. He was a primary reason why I won the court cases in which he participated. Russ Thompson should be every appraisers' role model. Simply, he was honest, always helpful, professional and the kindest and gentle man one could be blessed to call Friend. I will miss his phone calls and his sincere caring words when I most needed them. I have no doubt that he will be valuing clouds and places in heaven. And, I hope God finds him that redhead. And as Bob Hope always said, "Thanks for the Memories". *REST IN PEACE, RUSS.*

AND LIFE GOES ON- Everything that happens in one's life is a learning experience for the true professional. The lesson to be learned from the sudden death of our friend and company associate is that each of us must return our phone calls, emails and texts as soon as possible. This is not to be morose, it is to hopefully preclude any of us ever having to say, "*if only I had....*". Not only is it not professionally correct not to return a contact from a business associate or friend, it is also not polite, as we as ladies and gentlemen want to be

considered. No matter how good one may be as a professional, disregarding basic etiquette, as returning contacts, will create a perception of you as a "non-professional" and then goes the referrals and recommendations. Remember, good news travels fast and bad news *faster*. The typical answer for ignoring a contact is "I've been so very busy", which may be true; but aren't we all busy? I abhor texts and emails next. A voice is the best means of successful communication. When you state the excuse of "busy" it's perceived as, "you're just not important enough for me to be concerned." If that is your modus operandi, change it **now** or one day you will get a phone call that a friend or colleague is dead. And, you will forever chastise yourself with, "*If only I had*!"

Courtesy of

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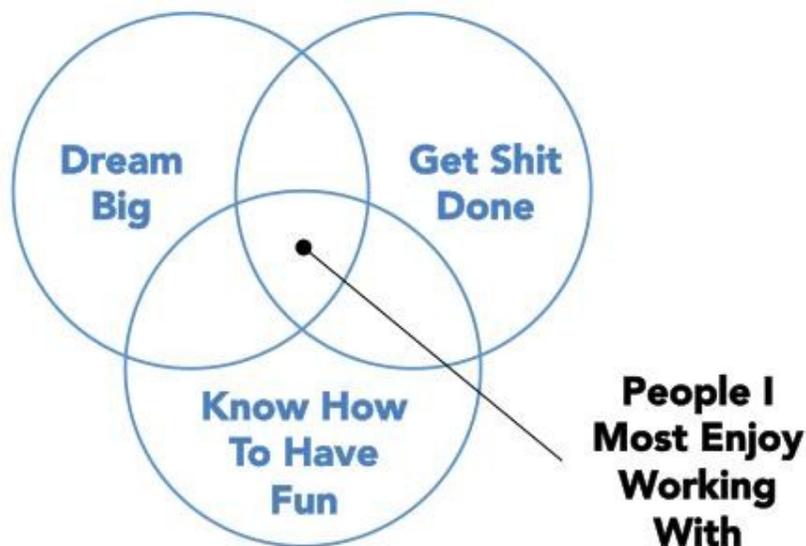
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THREE QUALITIES OF PEOPLE I MOST ENJOY WORKING WITH- Based on the preceding page, this is quite appropriate. It is not my creation. This is the concept and work of Jeff Weiner who is CEO of LinkedIn. This concept began with an expansion and / or plan for a high impact initiative. The team was challenged with setting a goal which they anticipated meeting in three years. Mr. Weiner challenged them to in-create the long term goal to 20 times that. His point of view and mine is either he had a bunch of fat cats on the “team” awaiting retirement or he started 5 o’clock partying at 9am. Whatever! Regardless, it was brilliant strategy. He was gearing his team to think “big”. A very brilliant woman, my wife, told our girls, “always reach for the moon because the worst that can happen is you’ll catch a star.” Mr. Weiner and my wife may not have considered the consequences of that strategy. Reasonably, it sets the girls or the team up for failure and the disappointment that failure brings, and worse, the wounds of failure that may never heal. But now I think they may have been right and are still are right. I have a son-in-law who is a coach and he once said, “These kids have to learn how to win.” I understand that position, but more importantly for the inner growth of the kids, they need to learn how to lose. If they are helped through that process, they will likely survive failures and pick themselves up and dust themselves off and start all over again. A winner is one who never sees a failure as “failure”. It’s a learning experience and a challenge to move on to “bigger and better things”. I have a cousin who is a huge success and deserves every benefit of it. He is living proof that you learn from your mistakes and keep on going.



So, it brings us to the diagram. First, is *Dream Big* . According to Weiner, these people are visionaries (the corporate mantra of the year). Vision is highly inspirational and provokes alternatives to the norm, the norm that brings gauged results...less than what maybe can be attained.

Next is *Get Shit Done*. Hey, he said it, not me! This is the reasonable follow-up to Dream Big. When visionaries create new ideas which seem easily argued, they must develop the resourcefulness to sustain the “hits”. The visionaries who can cast aside, allay or simply knock those naysayers on their assess are the ones who can Get Shit Done. So, Dream Big and Get Shit Done are a logical progression for success.

And the third is *Know How to Have Fun*- following are Mr. Weiner’s words.

It then occurred to me that I've known a number of people who embodied the ability to dream big and get sh*t done, but who also proved very difficult to work with. Perhaps shielded by the immense value they brought to their respective organizations, they never cultivated the ability to manage compassionately, or even cared to. Rather, they did things their way and expected everyone around them to adapt accordingly. More often than not, that's exactly what people did.

While this has clearly proven to work at some now legendary companies, it's not an easily scalable or reproducible model, it's not necessary, and in my opinion, it's not fun (I say in my opinion because there are those who will argue that winning is fun, regardless of the means employed). I've reached a point in my career where I want to be surrounded by people who not only share a vision, but a genuine commitment to upholding their company's culture and values. They are team players, don't take themselves too seriously, and "know how to have fun." And with that, I added a third circle to the Venn diagram. At the nexus of the three circles are those with whom I most enjoy working. I'm extraordinarily grateful to have the opportunity to do that every day.