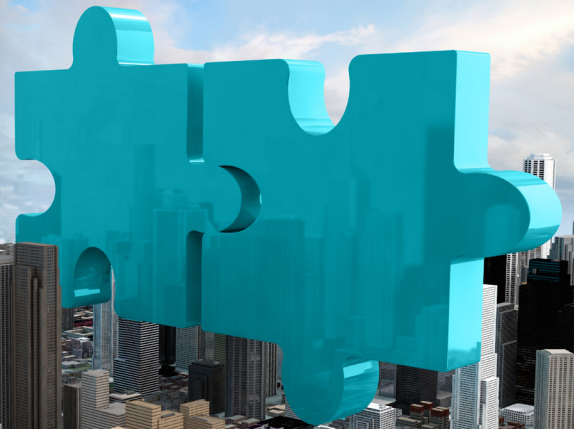


Build your future  
with the RIGHT  
leadership team.



*Our internationally renowned executive search process will ensure you attract and retain the right real estate leaders.*

Now more than ever, you need exemplary leaders to thrive in these transformative times. At Bedford Group/TRANSEARCH, we have a deep appreciation for the entrepreneurial spirit of the real estate industry. We understand the combination of financial rigour and creative vision real estate leaders require to be successful. Our industry insight and unique breadth of talent management services enables Bedford Group/TRANSEARCH to provide you with exceptional senior leaders across the industry, including investors, residential and commercial developers and asset managers.

**Boutique Customer Service, World-Class Capabilities**

With a partner-led team of four experts dedicated to each search, we offer a hands-on, client focused approach unmatched in the industry. We balance that with world-class tools, processes and global expertise by virtue of being the Canadian partner of TRANSEARCH, one of the **Top 10 retained executive search firms in the world.**

93%

Industry leading retention rate\*

\*3 years post hire

#1

Performing office among 60 global locations in TRANSEARCH

**A sample of our clients include:**



Brookfield



AECON



SHIPLAKE



SNC • LAVALIN

Tribute 35 communities

kevric

Viceroy

## Our Services



### Retained Executive Search

With an **industry leading 93% retention rate**, three years post hire, Bedford's robust executive search process measures candidates' FIT across the dimensions of culture, team, performance and leadership.



### Proactive Talent Scouting

Our in-depth, customizable talent scouting reports provide a pragmatic lens into key talent, enabling you to proactively shape your talent management agenda.



### Executive & Board Compensation

We provide executives and boards with compensation reviews, design of cash and equity-based incentive compensation design, competitive market studies, and annual industry surveys.



### Diversity & Inclusion

Bedford is fully committed to the values and principles of diversity & inclusion. Through our unique talent scouting process, we provide market insight and expertise to help you identify diverse and socially responsible talent who align with your company's culture and core values.



### Organizational Strategy\*

Our services in organizational strategy are grounded in understanding the fundamental principles of organizational design and operating structures in real estate. We conduct a comprehensive review of your current model to ensure it supports operational requirements, enables effective talent strategy management, and reflects an optimal company culture.



### Leadership Assessment & Development\*

Our comprehensive leadership assessments allow you to better understand the current capabilities of each leader, their potential and their areas for continued development, resulting in customized leadership success planning.



### Leadership Integration & Virtual Onboarding\*

While onboarding virtually is different from an in-person experience, it is just as effective. Leveraging technology, our virtual onboarding programs enable you to establish a leader to their new position and organization, in a personalized way, building a foundation for performance success.

\* Talent strategy services delivered through Teal & Co., a Bedford affiliated company.

## Our Real Estate Experts

Our real estate practice supports a diverse group of clients. Our experts bring decades of experience working within the real estate space. We are flexible and will provide you with customized options to exceed your unique strategic goals.

**Achieving your talent objectives starts with a conversation now!**



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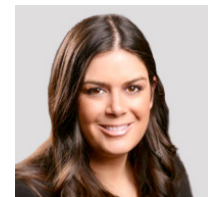
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Bedford is a partner of TRANSEARCH International, a leading executive search organization in 40+ countries.