

Property Connect

July 2019 | A newsletter from the Department of Property

Women in Commercial Property: An analysis of women's work life and structure in the professional commercial property industry in Auckland.

Starting in 2017, this project was led by Head of Property Professor Deborah Levy, Ms Raewyn Hills and anthropologist Dr Jane Horan. Professor Levy explains that the project was developed to gain an understanding of the working environment many of her female graduates were entering and to identify why so few women held senior positions in Auckland's commercial property industry.

"I've been teaching for many years and women make up almost 50 percent of my students but when you look at a lot of the commercial property websites it's predominately men. So I decided I needed to find out what's going on out there," Professor Levy says.

The report, which was sponsored by Bayleys Realty Group, involved 20 in-depth interviews with women contemplating work, currently working or who had previously worked in the professional commercial property industry in Auckland.

The participant's experience in the sector varied from 5 to 30 years and covered a range of professions including valuation, research, project and property management, leasing and sales, and retail management.

When researching and presenting this project Professor Levy stresses that they wanted the participant's direct comments to be a focal point in

the report because it was important that the women's voices be heard.

While their experiences differed over time, by mid-career all the women interviewed reported experiencing some level of sexism. Nearly all the women had also changed jobs after two years in a firm due to embedded company cultures that were "unfair, untenable or, in extreme cases, unsafe."

Many of the women experienced sexism, misogyny and blatant unfairness as their careers unfolded suggesting these experiences were influenced by career stage. On a positive note, a select number of firms were also reported to be excellent places to work by a number of the women interviewed.

The hope for the report was that it could suggest a way forward for the industry to improve gender diversity and inclusion.

Professor Levy says the response from the industry has been positive so far with Bayleys for one taking proactive steps that have already increased sales and revenue by their female staff.

Looking ahead, Professor Levy would like to continue this area of research.

"We are now looking for funding to interview men," Professor Levy says. "The research shows men are really important as mentors and allies to women,



and as the senior people in these organisations, the processes have to be acknowledged and put into place by men from the top down for there to be a fundamental change in the culture of the industry."

If you would like more information on this report or are interested in supporting further research in this area, please contact Professor Deborah Levy at d.levy@auckland.ac.nz

Passion for Property wins Stuart McIntosh Award

Bayleys Managing Director Mike Bayley received the Stuart McIntosh Award at the 2019 Property Awards. This award recognises a person outside of the University who has made an outstanding contribution to the department and its students.

Bayleys is New Zealand's largest private full service property company employing over 2,000 people operating out of 91 offices throughout New Zealand and the Pacific Islands.

However it was specifically for his "support, loyalty and commitment to the Department of Property" that Mike was acknowledged with this

award says Professor Deborah Levy.

"Mike is passionate about his and his company's relationship with the department of Property and providing students with real world insights as to what it is like to work within the property industry. He has played a key role in employing many property graduates and assisting with the

second year student marketing presentation over many years. He is also a huge advocate for women in the property industry and sponsored the department's recent study in this area."

Mike was unable to attend on the night and his award was accepted by a previous Stuart McIntosh recipient Rachel Dovey.



Celebrations at Autumn Graduation 2019

The Department of Property celebrated with graduates, their families and industry guests at the annual dinner in May, the highlight of the Property calendar. The lively auction raised \$19,300 for the department and \$4,500 for student club ALES.

Awards

Squire Speedy Prize in Property

Sponsor: Property Institute of New Zealand
 Presenter: Squire Speedy
 Recipient: Taraani Mohammed

F.E.R. Noble Memorial Prize

Sponsor: Property Institute of New Zealand
 Presenter: Jason Williams
 Recipient: Jared Dixon

WKS Christiansen Prize

Sponsor: Department of Property
 Presenter: Susan Laurenson
 Recipient: Hanna Ettles

Balmoral Asset Management Scholarship

Sponsor: Balmoral Asset Management (NZ) Limited
 Presenter: Susan Laurenson
 Recipient: Megh Shah

Gerald Brown Memorial Award

Sponsor: Department of Property
 Presenter: Janet Brown
 Recipient: Pei Ying (Betty) Lin

Lesley Allison Memorial Prize

Sponsor: Late Jeannette and David Allison
 Presenter: Robin Allison
 Recipient: Benjamin Crosland

Keystone Bayleys Property Scholarship

Sponsor: Bayleys Real Estate NZ Ltd
 Presenter: Lloyd Budd
 Recipient: Kaitlyn Turner

Blair Hargrave/Colliers International Scholarship

Sponsor: Colliers International
 Presenter: Jennifer Hargrave
 Recipient: Renee Lintott

CBRE Property Scholarship

Sponsor: CBRE
 Presenter: Andrew Stringer
 Recipient: Hetu Shah

JLL Scholarship

Sponsor: JLL
 Presenter: Todd Lauchlan
 Recipient: Anna Creahan

Goodman Scholarship

Sponsor: Goodman International
 Presenter: Tim Fitzsimmons
 Recipient: Jordan Parratt

Royal Institution of Chartered Surveyors (RICS) Prize

Sponsor: RICS Oceania
 Presenter: Philip Hall
 Recipient: Amber Christian

Housing New Zealand Corporation Scholarship

Sponsor: Housing New Zealand Corporation
 Presenter: Patrick Dougherty
 Recipient: Alena Ruohonen and Nirtika Chand

Argosy Scholarship

Sponsor: Argosy
 Presenter: Micky Sutinovski
 Recipient: Taraani Mohammed

Senior Scholar Award

Sponsor: The University of Auckland
 Presenter: Susan Laurenson
 Recipients: Nicholas Crosland, James Petherick, Oliver Sardelic, Dongxu Li and Jia Hua Qiu.

First in Course Awards – First Semester 2018

Sponsor: The University of Auckland
 Presenter: Susan Laurenson
 Recipients: Taraani Mohammed, Chanelle Stoyanov, Deena Leow, Stephanie Su, William Fenton, Dongxu Li, Jared Dixon, Rory Allen and Josh Lee.

First in Course Awards – Second Semester 2018

Sponsor: The University of Auckland
 Presenter: Susan Laurenson
 Recipients: Hanna Ettles, Flora Foo, Max Smith, Ranul Hewapathirana, Benjamin Crosland, Taraani Mohammed, Amber Christian, Jimmy Shi, Dongxu Li and Vincent Lim.

2018 Property Case Competition

Sponsor: Auckland Private Education Charitable Trust
 Presenter: Susan Laurenson
 Recipients: Scott Butchers, Jonathan Chisholm, James Thwaite and Jenny Liu

Emerging Talent Award 2019

Presenter: Lauren Riley
 RUNNER UP: Vernon Sequeira
 WINNER: Wyatt Johnston



The Building Intelligence Group named Property Graduate Employer of the Year

The Building Intelligence Group was recognised for its contribution to the employment, career growth and development of new graduates. The company was nominated by Milly McArthur, Vicky Inger and Annaliese Thomsen.

Annaliese described The Building Intelligence Group as an organisation that strives for excellence, not only in the industry but within the people that it employs, encompassing the values of inclusion, diversity, culture and growth.

“As we embark on our careers in the property and construction industry, we’ve had continuous support and guidance from the entire team ultimately building upon our personal and professional development as young graduates.”

Vicky went on to say that The Building Intelligence Group has created a space where graduates are trusted to “take charge and push themselves further into their developing careers through teamwork and individual leadership”.

From left: Vicky Inger, Annaliese Thomsen, Milly McArthur (TBIG) and presenter Tim Fitzsimmons (Goodman)

Property Student of the Year Award 2019

Bachelor of Commerce/Bachelor of Property joint student Taraani Mohammed was named Property Student of the Year at the annual awards dinner in May.

Taraani, along with finalists, Benjamin Crosland and Megh Shah, delivered a presentation to judges, students, staff and guests, about why an understanding of property issues is vital to the prosperity of New Zealand. "I have a passion for the property industry because it is so dynamic and varied and gaining work experience at Goodman last year brought to light the different facets of the industry. With hard work, passion, and dedication, the opportunity to make a difference in the property industry exists. This is incredibly exciting for myself and my peers as we begin our career journeys."

Taraani Mohammed receives her award from Head of Department, Professor Deborah Levy.



Aakanksha Sanghavi gaining a global perspective in Shenzhen China

Global challenge for conjoint student

BCom/BProp conjoint student Aakanksha Sanghavi joins the 2019 Prime Ministers Scholarship for Asia.

2019 saw Aakanksha Sanghavi become one of the few students chosen for the Prime Minister's Scholarship for Asia. This programme aims to develop global citizens and improve the international skills of the New Zealand workforce by sending several students every year to key Asian trading partnership countries.

Aakanksha spent the programme in Shenzhen China doing a Real Estate Strategic Advisory internship at a Business Consultancy firm where she worked in the Operations and Strategy team.

"My project predominantly focused on the Greater China and European expansion project providing advice on whether the expansion

would yield the results our investors wanted in the long term through trend analysis, price fluctuation and supply/demand of office space."

Aakanksha attributes the value she added to the project to the "strength and quality of the New Zealand education system, particularly the Bachelor of Property".

"I'd also like to thank Professor Deborah Levy for being my mentor and the property staff for working so hard to create these practical courses. I feel privileged to have had this opportunity and I look forward to implementing what I've learnt in the real world!"

Velocity Innovation Challenge Property Winner

This year's property winner for the Velocity Innovation Challenge was Riley Cahill. Riley's idea for the entrepreneurial challenge was Airparkr, a platform that connects outgoing travellers with incoming tourists. Users can drive to the airport, park their car for free, and then hire it out through the platform to incoming tourists on a short-term basis.

The Innovation Challenge is for all students and staff of the University with a total of 40 prizes of \$1,000 each on offer.



Dr Olga Filippova leads earthquake research project

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Dr Filippova explained that, while a number of useful databases have been produced on the Wellington CBD building inventory, this information has been isolated to specific audiences, with little means for cross-disciplinary sharing.

"The aim of our project was to combine these different strands of data into a single, effective and usable multi-disciplinary building inventory database. This could ultimately assist the next generation of research to improve seismic resiliency by informing strategic retrofit prioritization through the identification of critical structural deficiencies which can lead to building failures, and quantifying the downstream economic and social impacts of these failures."

The biggest challenge for Dr Filippova was finding a common identifier to link the disparate databases into a single comprehensive database.

"We settled on using building footprints as the key for that. Each footprint is georeferenced which allows for easy visualisation. It was also important to validate the data. Since information about a single building was meshed

from various datasets, it was critical that we verified the data for any inconsistencies. To do that, we conducted a street survey to vet information within the inventory dataset and to collect information missing in the existing database".

Dr Filippova and her team have now developed an online platform where researchers and other stakeholders can view, query and download this data which has been georeferenced and linked through a unique identifier.

There are plans to replicate this project in other locations across New Zealand.



Raewyn Hills completes PhD research into corporate workspaces



Raewyn set about this unique project to study how office design and fit-out supports - or is a barrier to - collaboration, both within and between teams in an open-plan office. Core to the project was a case study following a large organisation both before and after an office relocation to a more open-plan environment over a 12-month period.

During the study, Raewyn used ethnographic techniques such as in-depth interviews and participant observation to carry out her research. Different space management practices were observed in operation over the study period such as assigned workstations and hot-desking.

Raewyn found that most interviewees enjoyed working in the new open-plan office, finding it a "friendlier and more social environment than they had previously."

The study also found that when designing office space there are no one-size-fits-all solutions.

"Some teams tend to need more within-team rather than between-team collaboration so different types of teams have different spatial needs. My general advice to organisations contemplating office refurbishment/relocation is that it is very important to understand the drivers behind collaboration, engage employees at all levels during the design process, encourage feedback, undertake regular post-occupancy evaluations and be prepared to make changes."

Reflecting on her PhD experience which took 4 and a half years due to the necessary research framework, Raewyn feels that perseverance is crucial to the process.

"You really have to believe in what you are doing and have 'stickability' - don't give up!"

Looking ahead, Raewyn hopes to continue her research, learning more about how people collaborate and how workspaces can be designed to better support them in their work.

Property Professors' South Island urban regeneration project nearing the end

Property Department Professors Deborah Levy and Harvey Perkins, and lecturer, Raewyn Hills, working with Dr Mike Mackay (Lincoln University) and Dr Malcolm Campbell (University of Canterbury) are in the final months of a three-year research project studying urban regeneration initiatives in South Island second-tier settlements – towns having between 10,000 and 65,000 residents. The work is funded by National Science Challenge 11: Building Better Homes, Towns and Cities. The goal of the research is to produce new knowledge that will support, strengthen and advance settlement regeneration practice.

In year one, the research team profiled regeneration initiatives in three South Island second-tier settlements. In years two and three the research effort narrowed and focused on high priority initiatives associated with responses to cultural diversity, local tourism development and enabling the contribution of local property entrepreneurs in the creation of improved town centres. In the latter property-focused element of the study, the team examined three property-led regeneration initiatives, one in Ashburton and two in Timaru. The property team carried out 35 interviews over two years with property owners/developers, city council officials and employees, heritage specialists, urban planners, development managers, local business owners, real estate agents and advisors to developers. They also followed debates about local property development reported in the news media.

The Ashburton and Timaru case studies centred on the efforts of local business people who were new to property development and who had a desire and vision to revitalise their town centre by providing a variety of mixed-use spaces (commercial offices, retail, apartment and hotel premises). The opportunities for revitalisation arose from different circumstances: a derelict site in Ashburton CBD created by the 2011 Canterbury earthquakes; the purchase of the 105 year old Hydro Grand Hotel overlooking the picturesque Caroline Bay in Timaru and its subsequent demolition in November 2018; and the potential to create modern commercial premises by redeveloping the space behind a much-admired Edwardian façade in Timaru



where earthquake strengthening is required. One important observation from these case studies is that commercial property development in the town centres of New Zealand's second-tier settlements is often dependent on successful local business people who have made their wealth in other than the property sector. The risk profile of these settings means that typically, institutional property investors are not present.

The findings also reveal that although these local property entrepreneurs engage passionately with town centre development projects, many report ongoing struggles as they attempt to achieve their vision. This is because

they have limited understanding of the methods and pitfalls of the development process. They find the process complex and frustrating; particularly those elements associated with planning and consenting; and are easily discouraged. Local councils are often not able to be helpful as might be preferred. Given the important role and potential contribution of these local property entrepreneurs to the regeneration of second-tier settlements, there is scope for policy development designed to help entrepreneurs, local government and allied stakeholders to engage more effectively and cooperatively in this space.



Myriam Benito

At this year's property awards dinner, the Department of Property honoured Group Services Coordinator, Myriam Benito on her 20-year anniversary working at the University of Auckland. Myriam has been a key player in assisting the Property Department through several major periods of growth and her outstanding management and people skills have delivered a high level of pastoral care to the department and its members. Congratulations and well-done Myriam!

2019 off to a great start for ALES

Semester One started off being a busy and exciting one for ALES and the Property Department as a whole. ALES kicked off O-Week with our sign-up stand, generating new memberships and informing new students about what ALES offers. A redesigned ALES logo took centre stage on t-shirts that were given away for free on sign-up. The return of our notorious pub-crawl in week two had everyone dressed in homage to the naughty nineties' for a night of fun and new connections.

Competing in interfaculty touch, Ki o Rahi, basketball, ultimate frisbee and badminton saw a range of successful results. However, we found our sportsmanship and camaraderie always came away as the winner with relationships growing by putting our all into sports. Later in Semester One, the continuation of our property stein tradition turned everyone

into animals for a safari theme. A successful night that allowed for networking and developing lasting connections with fellow property students - an essential part of the journey towards our professional careers.

The Property Graduation Dinner recognised the accomplishments of our students, and it was another great night to network with experienced industry professionals. The 2018 ALES Committee were also acknowledged for their hard work in bringing many growth opportunities for property students last year.

The night wrapped up with the ALES sponsorship auction, and we are extremely pleased to

announce that Colliers International won the bidding as our major sponsor. ALES is very excited to be working with Colliers over the coming year to further develop our upcoming networking and educational events. Looking ahead to Semester Two, ALES has several exciting projects in the pipeline to further enhance the student experience. If you would like to join us make sure to check out our Facebook page for timely communication and notifications. Just search for ALES (Property Student Association of the University of Auckland).

2019 ALES Committee Members

Kaitlyn Turner (President), Grace O'Donnell, Alena Ruohonen, Anna Creahan, Atul Anand, Josh Ellis, Bayley Smith, Keri-Anne Khau and Lucas Bedford.



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BUSINESS SCHOOL
DEPARTMENT OF PROPERTY

Department of Property
Sir Owen G Glenn Building
12 Grafton Road
Auckland

Phone: +64 9 923 8632 or
+64 9 923 6290
Web: www.property.auckland.ac.nz