

THE ADVISIOR

EDITION N° 9, DECEMBER 2023



SIOR®

EUROPEAN REGIONAL
CHAPTER

PRESIDENT'S LETTER

Another year has flown by but not without an enormous amount of activity across the European Chapter. From the January ski trip in Chamonix to Mind Your Own Business events, in both Ljubljana and Milan; and the SIOR London Luncheon it is fair to say it has been a busy and exciting year. In the wider society, there have also been the global conferences in Montreal (our first time in Canada for some time) and Chicago. Each of these events were all excellent in their own way, well received and professionally organised by members and HQ.

As always, we are always grateful for our sponsorship from our industry partner, TSL, as well as others that have supported us at events. Special thanks to members who have passionately prepared the Mind Your Own Business events, which were truly very special.

Following member feedback, we have set up the Investment and the Tenant Rep monthly forums. This is with a hope to improve our deal flow and business opportunities. These groups are now rolling on and getting into some flow and I am sure opportunities will continue to arise from these forums.

In terms of what 2024 looks like, we are planning a pan European-wide research publication. Thank you to those that are participating and keep an eye out for this in the New Year.

We have our regular events for 2024 lined up including MIPIM in March, Expo towards the end of the year plus we will have a Mind Your Own Business in London and as well as a second SIOR London Lunch, sponsored by HQ, at the end of April. Not least of all we will have our 4th International conference (co-hosted with HQ) in Berlin in July. The turn of the year is a great time for planning and booking up, and we look forward to welcoming members, clients and other guests promising to be another very fulfilling event. There are events for cyclists, tennis players and joggers preceding and during the conference.

Thank you also to Liana for her help this year - she has managed to spin many plates and pulled many great events together.

I look forward to seeing you all at some point next year and thank you all for your contributions this year, each making this organisation very special, connected and we hope it continues to uphold its value to you all.

Best regards,
Andy SMITH, SIOR, FRICS.
SIOR Europe Chapter President



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4TH INTERNATIONAL CONFERENCE, BERLIN GERMANY.

In partnership with SIOR Global, the next conference to be held in Europe will take place in Berlin, Germany at the Intercontinental Hotel, from 17th to 19th July 2024. Pre-conference events including cycling and tennis are on the schedule from Monday 15th July 2024. Check the full schedule at www.sior.com/berlin2024

Registration is now open- early bird pricing is valid until 31st December #SIORBerlin2024



Carter Jonas

NAI Global



+simmons simmons

AGM UPDATE NEW BOARD FROM MAY 2024

The SIOR European Chapter held its AGM on Thursday 28th September 2023 at 16:00 BST/ 17:00 CEST. The virtual meeting was called by the Secretary Michael Pain SIOR.

As there were no other contenders for the positions in the Executive Committee, during the AGM members ratified the new board for 2024-2026 as follows:

- Iain Finnegan – President (new).
<https://www.sior.com/viewprofile?PersonID=65472>
- Tobias Schultheiß – Vice President (new).
<https://www.sior.com/viewprofile?PersonID=74972>
- Nicola Mottershaw – Treasurer (renewed).
<https://www.sior.com/viewprofile?PersonID=72600>
- Michael Pain – Secretary (renewed).
<https://www.sior.com/viewprofile?PersonID=71718>

During the AGM members had the opportunity to get to know the new SIOR Global President David C. Lockwood III, CRE CCIM SIOR (October 2023- September 2024) over an informal, informative, inspiring and entertaining fireside chat with Liana Toumazou.

Watch the chat here
<https://youtu.be/rZh0JExx0Bs?si=LNmwjFI0Lv81SBuU>

The next AGM will take place virtually on 16th May 2024

OPERATIONS

What did our members say



We ran a survey among our members. Our objective was to understand how SIOR membership was adding value to members in Europe and collect suggestions and new ideas for improving our services. The survey was launched on 15th June 2023 and was completed by 6th July 2023. It was sent to 162 recipients, and we received 28 responses.

Networking, business generation and access to European/International events were the three most important value-adding priorities for members.

One free participation delegate entry for Berlin 2024 conference was awarded to one of the survey participants. The member was selected at random by online Random Name Picker app and the winner is Affiliate Member Stephen Oakden of BE Design.

[Click here to see the full report.](#)

WE HEARD IT ON THE GRAPEVINE



Changes in The Admissions Process

No Changes to SIOR Admissions Process coming 2024

SIOR is raising the bar! The admissions process in 2024 is changing. Now all applicants will need to obtain two nominations from fellow SIOs before applying to become a member. Once an applicant has obtained two nominations,

they can fill out the rest of the online application. Once reviewed by HQ, the applicant will have 30 days to have an interview with the Chapter.

Once the interview is completed, the applicant will be approved pending ethics for membership. If you have any questions feel free to reach out to Kelly Miller SIOR VP, Member Experience kmiller@sior.com

International Member Group and Steering Committee

During the SIOR Fall Event in Chicago in October, the International Member Group [IMG] met for the first time since the pandemic. Craig Meyer, FRICS SIOR, based in California, has moved up to chair this group for a two-year period. This steering committee has the following objectives.

- To increase SIOR membership Internationally.
- To globally enhance recognition of the SIOR designation.
- To develop and monitor implementation of strategic International plans.
- To act as a de facto International Chapter for geographical areas that do not have a chapter.
- To increase business opportunities among International members.

For a copy of the minutes and/or if you would like to join this steering committee, please contact Matthew Leguen de Lacroix at mleguendelacroix@sior.com

"MAY THE FORCE BE WITH YOU"

A personal account of a journey to Ukraine

When I approached my team leaders earlier this year about taking a few days off work to go to Ukraine, the reactions were mixed!

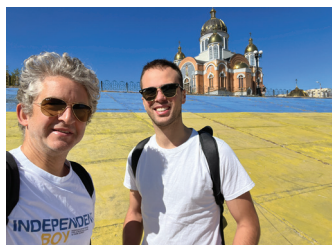


support Michael, a young friend in need; dodging missiles was not a reason.

My initial reaction when Michael made clear his intentions to travel to a country at war was also of incredulity. But then I thought, "hey, what an adventure, I'll go too!" Two sleepless nights later (due to both excitement and trepidation) my mind was made up - I began researching planes, trains, and buses to get to Eastern Europe, through a no-fly zone.

A few weeks later, we were boarding a plane in Geneva, heading for Warsaw, Poland via Zurich, Switzerland. From Warsaw we boarded a train to Chelm, a Polish frontier town. I was looking forward to a good meal and a glass of wine during the two and a half hours stop over. Arriving in Chelm, there was nothing but a "Seven-11" style outlet and a supermarket, both overflowing with ultra-processed foods of little attraction and canned, sugar-filled liquids.

We ended up having a picnic on my suitcase, in the dark, on the station steps. I will spare you more details, suffice it to say that 27 hours, two trains, two passport checks and many hours of waiting later, we arrived in Kyiv on a warm, summer, blue skyed afternoon, completely oblivious to the fact that the train's wheels had been "changed" and that the country was fighting for survival.



At first sight, the city was like any other European cosmopolitan hub, showcasing the café-terrace lifestyle (so common when the sun is out), and holidaymakers enjoying the tourist attractions. I checked into my hotel with no other tourists to be seen. With approximately 10% occupancy, the hotel guests were clearly military, consultants, NGO officials, journalists, reporters, humanitarian advisors, and the like. The grand ballroom, closed to the skies, made do as the hotel's shelter.

What to do for six days and six nights in Kyiv? Michael busied himself with visiting aunts, uncles, and grandparents, checking in and out as required to the medical centre. And I? Real estate of course! Thanks to colleagues and friends, I had prepped my visit to Ukraine and had meetings scheduled with a valuer, a vice-dean, a professor, a real estate lawyer, a commercial property agent, a developer doubling up as the owner of a private real estate school, and a rock musician come music video producer.

Sergey But is the managing partner of Pickard Real Estate Services. Given the lack of transactions in a country under attack, Sergey's time is devoted to a Finnish charity, Sisu Ukraine. It seems that there is no direct translation for the Finnish word "sisu", but it means "a white-knuckled form of courage and unimaginable determination in the face

of overwhelming odds." A recent BBC News report informs us that one major hospital in the southeast of Ukraine, close to the frontline, has treated 20,000 people since February 2022, and that 2,000 of these were amputees. The reporter stated that 15,000 people have lost limbs in the war in the first six months of the year. The casualties keep coming. As Sisu Ukraine state, every contribution, no matter how small, makes a significant impact. Sergey But has sent me some photos of their frontline efforts, providing tourniquets and stretchers to those fighting. It will do little to help the mental trauma of a generation of soldiers.

IROP РАЙКОВ ("Igor") is a property developer and owner of a private real estate school, "Urban Land." The sign in the entrance says "СПІЛНІСТЬ" which translates as "community." Igor spent the first year of the war on the frontline flying reconnaissance drones as a volunteer at the 13th Brigade of the National Guard of Ukraine. He is now back in the capital with his family. His school is educating young professionals in the development and construction sectors and will soon be turning to teach his students about how to reconstruct and regenerate the towns and villages destroyed by fighting. Igor was generous with his time, chauffeuring me around the city, visiting the latest business park "Unit City," regenerated from a disbanded soviet motorcycle factory, and several city sights, including Saint Sophia Cathedral, built in the 11th century and a UNESCO World Heritage Site; Kiev Pechersk Lavra, a monastery complex located on the Dnieper River and home to a number of churches and catacombs; and Andriyivskyy Descent, an historic street lined with art galleries, souvenir shops, and restaurants.

But it was not all work (after all, this was a holiday). My great-great-grandfather was the last Corsair of St Malo, France and, less well known, my aunt by marriage of my 29 times grandfather (Henry I of France) was Anne of Kiev, hence Queen Anne, who co-ruled France with Henry back in the 11th century. Knowing this, how could I resist not going to the ballet to see "Le Corsaire" whilst in Kyiv? The story was set in England!

It's difficult to describe the atmosphere in the city. There's a tension, a wariness, even a weariness - but also a strong sense of pride and bravery. The blue and yellow national flag adorns the buildings, the streets, and every pole. Even the security bollards in front of the British Embassy are painted in the Ukrainian colours.



Maiden Nezalezhnosti is a central square and the site of many important events in Ukrainian history, including the Orange Revolution and the Revolution of Dignity in 2014. There I witnessed a garden full of Ukrainian flags. A plaque has been erected, dominating the scene. It reads: "These flags each represent an innocent life stolen by a single madman Vladimir Putin. It was decided here in this sacred square that Ukraine wished to be free and independent, and no greedy tyrant can take that away (why is he still alive)..." The quote is provocative. There is not enough room to show all the flags that represent the people that have died.

One night during my stay, I was awoken at 1:15 a.m. to the sound of the critical Air Alert app's warning alarm that stresses not to be complacent. There's no snooze button and I must have almost immediately dropped off to sleep again until 03:08 a.m. when the same app gave the all-clear, "May the force be with you." I had not made it to the hotel's shelter. I'd heard nothing outside but woke to a call from my friend and travel buddy Michael who'd witnessed the explosions from his aunt's home. The BBC News reported at least ten explosions as the Russian drones were intercepted. All were city centre, not far from the restaurant in which we'd enjoyed a Georgian dinner, from the hotel and from his auntie's home. There's no room for complacency in Ukraine.

Matthew Leguen de Lacroix SIOR FRICS
SIOR - Head of Business Development, EMEA.

NEW MEMBERS

We have the pleasure in announcing the following new designee and affiliate members of SIOR and welcome them into the European Chapter.

Designee Members

SIOR Designee status applies to individual professionals in the CRE space who are full time practitioners.



Thomas Brault, SIOR
Office and Industrial Specialist, France

Thomas provides advisory and brokerage services including tenant rep, acquisition and disposition, sale and leaseback. With more than 20 years of experience, his background allows him to understand clients' culture, challenges and goals and to develop customized solutions that make good business sense. He acts for a wide range of clients, both commercial and industrial.

Prior to Topaze, Thomas set up the "Corporate Capital Solutions" for Colliers France. He has had a long experience with companies both at corporate and operational levels, carrying out portfolio optimisations for clients such as Areva, Orano, Alstom, General Electric, Generali and Groupama. As an entrepreneur in France, he developed two real estate advisory "boutiques" (Transama and GN Consulting). Thomas knows well the international culture, having lived in London, New Delhi, and Milan. He is a member of RICS and the "Club des Clubs de l'Immobilier" and has a Master in real estate law and an MBA.



Tristram Frost MRICS SIOR
Industrial Specialist, UK

Tristram has nearly four decades of experience in the commercial real estate industry working in both senior advisory and client side roles. He is a director at Atlas Property Advisors Limited, a boutique firm based in London, focused mainly on industrial and logistics real estate, principally on the investment side, covering much of Western Europe. Firms he has worked for include King Sturge and DTZ on the advisory side and Garbe, Pricoa and Taylor Woodrow on the client side and he has spent time living and working overseas.

Tristram has advised on transactions in the UK, Germany, Spain, France, Italy, Denmark, Belgium and Austria and been involved in several other European markets, having a wide network of contacts especially at senior, decision-making level.



Patrick J. Morrissey FRICS SIOR
Executive Management Specialist, UK

Patrick had been appointed Chairman of GVA Worldwide in 2016 and following the Avison Young acquisition of GVA in 2019 Patrick became a Principal & Managing Director. His personal experience of all types of property within domestic and foreign markets afforded a unique perspective within an increasingly diverse sector. He leads the execution of tasks and projects believing that personal involvement and accountability underpins an effective client relationship. His principal client relationships include: Arcelor Mittal, BASF, BMW Group, Huntsman, IBM, PPG, Rio Tinto, Stellantis and University of Cambridge.





Anne Claire Oudot SIOR
Industrial Specialist, France

Anne-Claire is the founder and chairwoman of Acoreal. After 15 years of experience with real estate developers and investors (largely during her time with BNP Paribas Real Estate) combined with her training as an urban engineer, Anne-Claire has acquired real programmatic knowledge (surface areas, functionality of buildings), techniques (construction costs, description of services), legal (construction law, town planning, environment), financial (investor and developer balance sheet, business plan) and skills in real estate project management (authorizations, deadlines, project management), and exchange with local elected officials. She has the ability to understand with depth the needs of big companies or organisations and find or build custom made buildings for their next location (lease, acquisition in retail, hotel, logistic, industry, offices and housing and student buildings).



Mirela I Raicu SIOR
Office Specialist, Romania

Mirela is a founding partner at ESOP and spent the first three years focused on building from ground zero a local, entrepreneurial and innovative real estate company. The partners conducted all requirements, from building a portfolio of properties and clients, to organizing site visits and marketing campaigns. Mirela set up of the office leasing department. She is a real estate professional passionate about working with and for people, delivering great service and building long lasting business relationships. Over the years Mirela has been involved in constantly expanding on the office segment and working with corporate clients, both in Bucharest and other regions in Romania.



Jeroen van de Meer, SIOR, MRICS RT
Industrial Specialist, Netherlands.

Jeroen's career has spanned several decades, built on a solid foundation laid at the Hanze University of Applied Sciences in Groningen. His insight and commitment have helped build a wealth of experience and a lasting impact on the logistics and industrial market.

Since 1999, he has played an active role within the renowned Ooms Makelaars, where he is managing director, pursuing his passion for real estate and corporate housing which has enabled him to find solutions that not only benefit businesses but also contribute to the growth of communities. Jeroen's dedication, expertise, and innovation is clear – to the point where he's even known to get an overview of the market by flying over the city in a helicopter, purely for research, of course!



Mike Wilson SIOR, MRICS BSc (Hons)
Industrial Specialist, UK

The first European Member Associate of SIOR, Mike is now a designee member of SIOR and a chartered surveyor in Savills' Chelmsford office, specialising in industrial and logistics property. Having assisted both landlords and occupiers on both offices and industrial space, Mike now focus mainly on industrial properties and land. Mike has acquired space for Hermes, BDB Pitmans & Babcock and disposed of property for Knight

Frank Investment, Ioam Asset Management, East Herts Council, Royal Mail & Pears Property Group.

Affiliate Members

Affiliate status is available as company memberships for organizations which do not engage in third-party brokerage but are involved in industrial or office real estate in corporate real estate services and industrial or office development.



Jens Dehnbostel

Primary delegate representing X.PROJECT AG, Germany

Jens is a graduate engineer for energy and supply engineering and has more than 35 years of experience in the real estate industry. He has experience in the technical management of international projects in the field of technical asset management and the management of

international projects for open-ended real estate funds at an industry-renowned company. Jens is responsible for business development and all sales related issues at X Project.



Krystyna Rawicz MA (Oxon) FSCSI FRICS

Primary delegate representing KRA Visionary Project Partners, Ireland/UK

Krystyna is a Chartered Building Surveyor and Chartered Project Manager, and has over 35 years of experience in her field. Her career has seen her work across Ireland and the UK, both in private practice and local government, with involvement in a wide variety of different projects in the

commercial and residential sectors. Krystyna founded KRA Visionary Project Partners in the year 2000 and has built a reputation for excellence in surveying over the intervening years.



Anna Tsartsari BEng(Hons), MSc, MBA, CEng, MICE

Primary delegate representing BE Design Group, UK.

Anna is a Chartered Engineer, Co-founder of BE Design and Head of ESG and Sustainability with 22 years of experience in the Construction Industry. She is experienced in delivering cost effective and sustainable solutions for large scale developments in the UK and Europe. She is skilled at providing Net Zero and wellbeing solutions for new builds and crafting strategies at portfolio level assessing the risk of stranded

assets. Anna and her team have delivered £multi-million facilities for clients, funders, developers, investors and end-users across the retail, leisure, industrial, logistics and manufacturing sectors. Successful projects include millions of square feet of logistics and industrial buildings in the UK and Europe as well as state of the art retail park Rushden Lakes in Northamptonshire and a number of Regeneration projects in the Olympic Park.

Anna is a mentor in the Mentoring Circle empowering women in construction, she was also shortlisted for the Building Awards 2017, Woman of the Year.

EUROPEAN CHAPTER MEMBERS' ENGAGEMENT

European Regional Chapter [ERC] Monthly Meetings & Member Engagement.

Did you know that your Chapter Executive Committee and the wider European board meet every month on Teams, on the first Monday of the month? You can access the minutes of all the meetings through the European Chapter section on MySIOR or you may contact Liana Toumazou liana@sioreurope.cm for a copy.

One example of member engagement is that of Christopher Aquilina, Director at Spring4 in London. Chris has volunteered to be the new Regional Director [RD] for Europe & International. Chris's application will be reviewed by the Nominating Committee at the next SIOR Spring Event in Amelia Island (May 2024) and, if successful, once approved by the SIOR Board the following October, will join the existing, North American RDs. This is a new post at a global level. RDs serve a two-year term and report directly to the President-Elect and/or Vice President.

RDs will aid the President-Elect and/or Vice President by performing such functions as may be delegated to them in order to improve the effectiveness of Chapter Presidents in achieving the objectives of SIOR and will inform the Board of Directors concerning activities, programmes, and issues within their respective regions.

If you would like to get involved with the Chapter leadership, or indeed, at a global level, please contact Iain Finnegan, President Elect.

Investment Group

Led by Chris Donabie of Naylor's Gavin Black in Newcastle, UK and Brian Gaffney of Murphy Mulhall in Dublin, Ireland. The group meets every first Wednesday of every month at 11:00am CET and is looking to go from strength to strength in 2024. All new members welcome.

Since its inception in February 2023, the SIOR Investment Group has had regular monthly calls between active investment members across a wide variety of markets including France, Germany, Italy, UK, Ireland, Slovenia, Poland, Belgium and Switzerland.



These robust and informative discussions have been very beneficial to each member in getting an understanding of the various local markets, but crucially to identify possible investment deals, which are often off-market.

The investment market in Europe now stretches across many different territories with many institutional investors now

active in various regions. The close-knit interactions between the members of the SIOR Investment Group will enable active requirements to be identified, but more importantly the relationships that each member has with the various investors, can ensure these requirements turn into deals.

Tenant Rep Group

Led by Christopher Aquilina SIOR of Spring 4 and Raffaella Cassese SIOR of Tar get Real Estate, the group meets every third Wednesday of each month, 12:30 pm CET.

The monthly European Tenant Rep call started in early 2023 with the objective of creating a focussed business development forum. The meeting is open to any European Tenant Rep specialist on the proviso that members adhere to the fundamental ethical principles of SIOR.



The reason for this is to create an open dialogue on the calls to maximise information sharing. Members are invited to contribute the names of clients that they act for which meet the following criteria: (1) they are a global occupier; (2) the broker is willing to introduce other SIORs to their client and (3) introductions can be made at a sufficiently senior level within the client that they are effective.

The list that we are building is called the Golden Client List and is increasingly opening opportunities for cross-border business as the database grows. In addition to this business development initiative, members are taking turns to present their market to the group to broaden our horizons beyond our local markets.

Contact us at admin@sioreurope.com if you wish to receive a Teams invite to any of the above meetings.

Apéro meetings

Every third Thursday of the month from 18:00 to 19:00 CET, you are cordially invited to the SIOR Europe Virtual Networking Apéro.

The meeting is open to members and non-members and takes place in a relaxed end of day atmosphere with an open agenda.

Registration is not required, and all are welcome. Pick your drink and log in using links and passwords below:

<https://us02web.zoom.us/j/9878409130?pwd=MLR5S2E2c2Zzd1M2dlFudDlkMUZJUT09>

Meeting ID: 987 840 9130 Passcode: 5678

More volunteering opportunities at SIOR

You may find many more opportunities to volunteer at the SIOR Volunteer Manager.

<https://my.sior.com/volunteeropportunities/opportunities-list-public>

NEXT GEN WORKING GROUP

LED BY ANDERS HORWOOD MRICS AND TYLER SMITH MSc

SIOR Next Generation (Next Gen) is actively seeking to establish a well-organised mentorship program specifically tailored for aspiring property professionals. This program aims to provide invaluable opportunities for these individuals to acquire valuable insights, guidance, advice, and exposure from industry leaders who have been recognized by the prestigious SIOR designation.

This programme seeks to provide an opportunity for upcoming commercial professionals to greatly enhance their career trajectories and excel in their chosen field of property, whilst enhancing their own professional characteristics that are fundamental to a successful career in real estate.

PAST EVENTS

HIGHLIGHTS FROM OUR PAST MIND YOUR OWN BUSINESS EVENTS IN PARIS, LJUBLJANA AND MILAN.

Mind Your Own Business events have become the flagship of business generation and market insight events in Europe. They take place in different locations across Europe and include a focus on understanding the host markets. They are mostly planned on the ground by volunteering local members and are often followed by networking leisure events and tour highlights. The business meetings are open to members and those in the admissions process, all are welcome to the social events.

7th December 2023 – Christmas Lunch in Paris, France

Forty-five members, friends and guests joined our celebratory meeting in Paris. It was our last event of the year and over a festive atmosphere, fine dining, and an historical monument tour in French history we had the opportunity to celebrate a successful year for SIOR Europe.



Andrew Smith, SIOR European Chapter President, welcomed everyone and summarized 2023 activities. Saadia Sheikh SIOR Global Vice President complimented Europe's leadership in the Chapter's growth and particularly membership among female professionals. Andy Watson spoke about doing business in Berlin during the early 1990s. We thank our French members Bill Beauclerk, Solly Gubbay and Charles Tatham for their assistance in securing the venues and speaker and for their kind hospitality. We are also grateful to Andrew Simpkin, President of the Royal Society of St George, in hosting us as at the Cercle de l'Union Interalliée, a private members club [Circle of the Interallied Union].

13th-17th September 2023 – Milan, Italy

SIOR members from Europe & the US gathered in Milan for the European Chapter's latest and 6th Mind Your Own Business (MYOB) event. This is a members' only mini-conference and focuses on business generation, knowledge sharing as well as fostering members relationships through locating each event in a different European City.

The Chapter President Andrew Smith FRICS SIOR MBA officially opened MYOB Milan, where over 40 members and guests from

Europe and USA gathered. The event was sponsored by NAI Target. Re, Engel & Völkers Milano/ IL PUNTO Real Estate Advisors and superbly organised by local Italian Chapter members Raffaella Cassese, Alberto Iori, Antonio Campagnoli, Gianluca Sinisi & NAI Target's team (in particular Francesca Biraghi and Elena Iseppi).



Site visits included a tour of the Porta Nuova district in Milan hosted by COIMA who shared their insights into the overall site assembly, development phases, challenges of pursuing a sustainable model and creating a financial model that works through cycles. The second day included visits to CityLife the largest urban shopping district in Italy and home of a complex mix of new and renovated real estate assets and the site of the former EXPO in Milan – MIND – the Milano Innovation District hosted by Lendlease.

25th - 26th May 2023 – Business in the Balkans- Ljubljana, Slovenia

In Ljubljana members from ReConsult & Partners Maja Lavrič, SIOR and Masa Zlajpah Pus, SIOR put together an exciting programme of speakers covering the office, industrial and retail markets of Slovenia, Croatia and Serbia: Ivo Boscarol of Pipistrel Aircraft and Janko Jenko showed how courageous entrepreneurs with unwavering determination and innovative spirit can reshape industries.



DDr. Milan Krajnc spoke of the importance of adaptability, flexibility and effective communication in leadership roles. Damjan Blagojevic referred to the many merits of LinkedIn.

The leisure activities which followed during the weekend included visiting Europe's largest underground cave, followed by the best food and wine (tasting) and cherry picking made a perfect combination of business and leisure.

Our next two SIOR Mind Your Own Business Events will be in Spring & Autumn 2024. Stay tuned for more details and visit our website. www.sioreurope.com/upcoming-events



4TH SIOR INTERNATIONAL EUROPEAN CONFERENCE.

In partnership with SIOR Global, the next conference to be held in Europe will take place in Berlin, Germany at the Intercontinental Hotel, from 17th to 19th July 2024.

Block the dates in your calendar now!

#SIORBerlin2024



UPCOMING EVENTS

SAVE THE DATES IN 2024 AND BEYOND

EUROPEAN EVENTS

25th – 28th January

SIOR Europe's second ski weekend in Chamonix Mont-Blanc

12th – 15th March

SIOR at MIPIM 2024, Cannes, France

25th April

SIOR Europe : Mind Your Own Business, London UK.

26th April

SIOR Europe Networking: London Luncheon at The Ivy

16th May

SIOR Europe Chapter Annual General Meeting.

17th – 19th July

4th SIOR International Conference, Berlin.

12th September

SIOR Europe : Mind Your Own Business, Spain.

Don't forget – every third Thursday of the month, online drinks with SIOR members and guests. See above.

For the latest information on SIOR events, please refer to www.sioreurope.com/upcoming-events.

GLOBAL EVENTS

6th – 9th May 2024

Spring Event, Amelia Island, Florida

15th – 18th October 2024

Fall Event, Hollywood, California

6th – 9th May 2025

Spring Event, Las Vegas, Nevada.

4th – 7th November

Fall Event, Louisville, Kentucky

For the latest information on SIOR Global events, please refer to <https://sior.com/SIORconferences/conferences>.



TSL

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