

# THE ADVISIOR

EDITION N° 11 SUMMER 2025



SIOR®

EUROPEAN REGIONAL  
CHAPTER

## PRESIDENT'S LETTER

Dear colleagues,

I trust that everyone has had the opportunity to rest and recuperate over the summer months, following what has been a particularly hectic first half of 2025—both within SIOR and on the global stage.

We began the year in January, with a return to Chamonix Mont-Blanc for our ever-popular SIOR Europe Ski Trip. We were delighted to be joined once again by several of our US members, including Vice-President Aaron Barnard.

In March, we attended MIPIM in Cannes, where we benefitted from a newly located stand, which gave us significantly greater visibility and led to increased engagement and footfall. We were honoured to welcome SIOR Global President Mike Ohmes and COO and Acting CEO Brandon Hensley to the stand. The event also featured our ever-popular and well-attended SIOR Influencers Reception.

In April, we hosted a Mind Your Own Business event in Lisbon, with a strong and engaged turnout. Then, in May, many European members attended the SIOR Spring Global Conference in Las Vegas—the largest spring conference to date, with over 1,000 attendees. There was a strong SIOR Europe presence throughout, and the conference also marked the formal transition from the International Members Group to the newly formed Global Business Growth Group, reflecting SIOR's growing international ambition and emphasis on global engagement.

In June, we hosted the inaugural Next Gen Goes Global webinar—our first-ever transatlantic session connecting European and Canadian Next Gen members. Anders Horwood led a compelling conversation with SIOR Past President Patrick Sentner, and the session was extremely well attended by members from Europe, Canada, and further afield.

This was followed by the SIOR Europe Networking and Prospect Lunch at The Ivy in London, which—as always—proved to be a popular and productive event.

Looking ahead, we anticipate a strong turnout at Expo Real in Munich (6th–8th October), where SIOR will once again have a visible presence. Following that, the SIOR Global Fall Event takes place in Louisville, Kentucky (4th–7th November), where SIOR Europe will again be promoting both our Chapter and the upcoming International Conference in Lisbon, June 2026.

We'll close the year with our final Mind Your Own Business event and Christmas Dinner in Vienna, Austria on the 4th & 5th December.

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## PRESIDENT'S LETTER (CONTINUED)

And looking ahead to early next year, our SIOR Europe Ski Trip will return to Chamonix from the 22nd - 26th January 2026.

Since our last newsletter update, the global economic and geopolitical landscape has shifted considerably. The impact of the new Trump administration in the United States has been immediate and profound, with widespread tariffs introduced against key global trading partners. The scale and scope of these tariffs have exceeded expectations, leading to a high degree of uncertainty in global markets. This has, understandably, had a knock-on effect in the commercial real estate sector, with many businesses—large and small—pausing key decisions until the full implications become clear.

Elsewhere, the ongoing war in Ukraine continues to shape the NATO agenda, particularly in terms of financial commitments and rising defence expenditure across member states. At the same time, the conflict in Gaza, along with other regional tensions, is further contributing to a sense of global instability.

Sadly, we do not anticipate immediate resolution in either Ukraine or Gaza—and this prolonged uncertainty will likely continue to dampen confidence and affect market sentiment for the remainder of the year, and possibly beyond.

However—on a more optimistic note—it is precisely during periods of uncertainty that the value of the SIOR network truly shines. Our members' professionalism, experience, and insight are highly sought-after as clients navigate what is undeniably a challenging and complex market environment.

I would like to take this opportunity to thank all of our members who give so generously of their time to support the Chapter—particularly those serving on our committees and most especially those contributing to preparations for the Lisbon 2026 Conference.

My sincere thanks also go to:

- Nicola Mottershaw, our Treasurer
- Michael Pain, our Secretary
- Liana Toumazou, our Director of Operations
- Matthew Leguen de Lacroix, Head of Business Development, EMEA at SIOR HQ
- Chris Aquilina, the European Regional Director
- And last, but certainly not least, our Vice President, Tobias Schultheiß

I look forward to seeing as many of you as possible at our upcoming in-person and online events, both in Europe and at SIOR Global events throughout the remainder of 2025 and into 2026.

Kind regards,

**Iain Finnegan, SIOR, FRICS, FSCSI.**  
SIOR Europe Chapter President



## EDITORIAL :



**Liana Toumazou**

Director of Operations,  
SIOR European Chapter

Dear Members of the SIOR European Chapter,

As we move through another warm summer, I want to take this opportunity to celebrate what truly makes the SIOR special: you—our members.

Most of you know the members of the Executive Committee, whose leadership guides our mission. But just as vital are the many members who volunteer in our committees, working groups, and special initiatives—or offer their time and expertise informally. Often operating behind the scenes, their dedication is a cornerstone of our success. These unsung contributions deserve our deepest thanks and recognition.

From leading outreach projects and chairing committees, to quietly working behind the scenes to support operations and events, your efforts have helped shape another season of impact. Your commitment to service and leadership continues to set the tone for what SIOR stands for.

In this issue, we are proud to showcase just a few examples of the powerful work our members are doing—both within the association and in the industry. From innovative initiatives to dedicated service in our committees and programmes, these stories represent only a small glimpse of the broader impact being made every day. There are so many more of you making a difference, and we hope these spotlights serve as a spark of inspiration for others.

If you've ever considered getting more involved, now is a great time. Inside this newsletter, you'll also find opportunities to engage in volunteer roles, support new initiatives, and connect with fellow members. Whether it's a few hours a month or a long-term commitment, there's space—and need—for every kind of contribution. Note: there is a 31st August deadline for applying for some of the open positions.

As Director of Operations, I continue to be inspired by your dedication and generosity. You are not only helping to build a stronger SIOR in Europe—you are shaping a more connected, impactful future for us all.

With sincere appreciation,

Liana



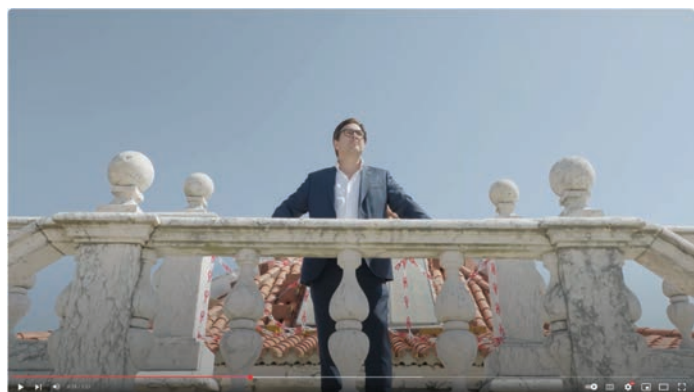
## GLOBAL FRONTIERS: CHARTING THE FUTURE OF REAL ESTATE FROM THE WORLD'S FIRST GLOBAL VILLAGE

In partnership with SIOR Global, the European Chapter will be holding its fifth international conference next year in Lisbon, Portugal from 24th to 26th June. We are so excited! Many members on both sides of the Atlantic have volunteered to organise the event and a committee has been operational since the beginning of the year. Two subcommittees are seeking sponsors and determining the educational programme so keep an eye on the Chapter's news to learn about our generous donors, keynote speakers and planned activities.



A big thank you to our amazingly photogenic SIOR European members for your support in helping us create the Lisbon Video during our MYOB meeting in Lisbon. Your energy, enthusiasm, and willingness to jump in helped us create a powerful piece to promote the upcoming conference in Europe.

[Watch the video.](#)



Benefit from the EARLY BIRD rate by registering now – visit [www.sioreurope.com/lisbon](http://www.sioreurope.com/lisbon) for all the details.

### SIOR MEMBER INSIGHT

REAL ESTATE'S ROLE IN THE UN HIGH - LEVEL POLITICAL FORUM (HLPF)



SIOR Europe is proud of its member Antonio Campagnoli SIOR, CRE, FRICS who was recently elected the FIABCI World President. We wish Antonio every success in his new role and we look forward to working together for a closer cooperation of the two associations. We became aware of his participation at the High-Level Political Forum on Sustainable Development [HLPF] meeting so we asked him to give us an update.

What follows is his brief update...

Dear SIOR Europe Members,

As a member of SIOR and FIABCI World President, I am pleased to share a brief update from the High-Level Political Forum on Sustainable Development taking place at the United Nations headquarters in New York.

FIABCI – The International Real Estate Federation – is officially accredited to the UN system and actively contributes to the global discussion on the 2030 Agenda for Sustainable Development. Our presence this week focuses on supporting the Voluntary National Reviews (VNRs) – the official reports submitted by UN Member States to assess progress on the Sustainable Development Goals (SDGs).

- As real estate professionals, we play a crucial role in shaping resilient, inclusive, and sustainable urban environments.
- Yet, SDG 11 – Sustainable Cities and Communities remains underrepresented in many national strategies.
- FIABCI advocates for stronger collaboration between real estate actors and public institutions, ensuring that our industry's contribution to housing, urban regeneration, and infrastructure is reflected in both national policy and global reporting.

## SIOR MEMBER INSIGHT (CONTINUED)

We invite our fellow SIOR colleagues to consider engaging with their national SDG platforms and to recognise how our work directly impacts sustainable development – not only economically, but socially and environmentally.

I would also be pleased to welcome you this fall to Rome, Italy at: RE KEY – FIABCI International Trade Mission on 10th – 12th September 2025 [www.rekey.club](http://www.rekey.club)

A high-level event bringing together 40+ international delegations and global leaders across real estate, investment, urban policy, and innovation.

Let's continue to bring real estate to the centre of the sustainability conversation.

Best regards,

**Antonio Campagnoli**

FIABCI World President

SIOR Member

SIOR members can take advantage of the same reduced rate as FIABCI members to attend RE KEY. Please contact Liana for more information.



## NEW REGIONAL DIRECTOR FOR EUROPE



**Christopher Aquilina**  
SIOR, MRICS  
European Regional Director

I was proud to be elected to the role of Regional Director for Europe at the SIOR Fall 2024 Conference in Los Angeles. But what exactly is a Regional Director in the context of SIOR?

Let's start by going back to basics as I'm sure there are members that aren't familiar with SIOR's governance structure. SIOR is made up of 49 chapters of varying sizes. Of course, most of those chapters are in the US with a further three in Canada and one each for Mexico and Europe respectively. As the concentration of SIORs within any

geographic area varies enormously, the chapters come in a variety of shapes and sizes. To give you an idea, the largest chapter is the Carolinas with 252 members and the smallest is El Paso with just 11 members.

To improve communication and develop greater cohesion, the 49 chapters are collected into 11 regions, each with an elected Regional Director (RD). The number of chapters within a region varies, for example, there are seven chapters within the southwest region (New Mexico, North Texas, Oklahoma, Austin, El Paso, San Antonio and Houston).

Europe is unique in that it is a region containing a single chapter. In other words, SIOR Europe is simultaneously a region and a chapter. Of course, that's not the only thing that makes SIOR Europe unique. As a chapter we cover an enormous landmass, containing a multitude of different countries, languages, currencies and market norms. By contrast, New Jersey and New York City have their own separate chapters!

The RD meetings are chaired by Aaron Barnard who is the SIOR Vice President. SIOR HQ team members join the call and provide practical updates that the RDs can then relay back to their chapters. We also promote regional and chapter events amongst the RDs that might be of interest to members outside of our region. For example, the NYC chapter livestreams its bi-annual conference and the content is of interest to an international audience.

The main role of the RDs is to act as a conduit between HQ and the chapters within each region. In some ways, that makes the job of European RD very straightforward for me as I only need to talk to one chapter. Besides which, we are blessed with a highly engaged European leadership who are ably supported by Matthew Leguen de Lacroix and Liana Toumazou.

I therefore take the opportunity at the RD meetings to 'beat the drum' for Europe and to promote our chapter to our North American friends and colleagues. They are constantly impressed by the enthusiasm for SIOR within Europe and our ability to operate as a cohesive group despite the logistical challenges of physical distance between us. We should be proud of the dynamism and connectivity within our group.

The SIOR 2022 – 2027 Strategic plan has five core initiatives. One of those is to make SIOR a truly global organisation. There was certainly a buzz around 'global' at the most recent conference in Las Vegas and I'm looking to capitalise on that momentum to elevate SIOR Europe within SIOR Global.

Europe is leading from the front in SIOR's global endeavours. The promotional video for the Lisbon 2026 conference was extremely well received by our US colleagues. I am delighted to say that there are already several American SIORs that have registered and paid to attend.

The promotion of Europe within SIOR doesn't happen by magic and I would urge all of our European members to reflect on what they can individually do to support our growth agenda, be that recruiting new members, finding new sponsors, volunteering for leadership roles or writing articles for the SIOR magazine.

These are exciting times for SIOR and collectively we should do all that we can to put Europe right at the heart of the organisation.

## 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.



#### **Pascal Guiet SIOR.**

##### **Industrial and Office Specialist, France**

Pascal is Founding President of REDIA CONSEILS (Paris). He oversees office, industrial, retail investments & occupiers in the French market (Paris and the Regions). Private clients, landowners, French SCPI/OPCI, asset-managers, developers, local governments make up Pascal's client base. He

has more than 27 years of experience in CRE: he previously worked with ROHAN Investments (SOGELYM DIXENCE), as Founding Partner, in charge of national acquisitions & aale buildings: offices, light-industrial and retails assets. From 1997 to 2012 he was an independent real estate adviser (C2I, SOGICIM) in charge of offices, light-industrial and retails assets with clients including GE Real Estate, Foncières des Régions, Archon Capital, Sofidy and La Francaise AM. Since 2003 he is Founding President to MAJE Participations Holding (Real Estate assets), Family Holding Capital € 300,000.



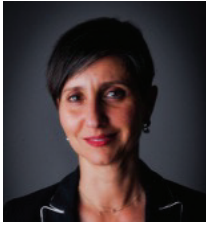
#### **Robert Karniewski, SIOR**

##### **Office Specialist, Poland**

With 26 years of experience in office leasing tenant representation in commercial real estate, I founded REINA Company to assemble top-tier specialists and deliver tailored office solutions. Passionate about building strong business relationships, I focus on integrating facts, people and

interests to provide reliable, high-quality advisory services. Since July 2024 REINA Company became an exclusive partner in Poland of NAI Global for all commercial real estate matters.

Robert was a former Senior Partner at Colliers International Poland (22 years) where he established and developed Colliers International Poland from its inception and also built a robust network of regional consultancies across Poland, the largest office market in CEE. He has extensive expertise in advising organisations of all sizes, including corporate clients from the UK, US, and Germany, facilitating their successful market entry into Poland. Robert has a proven track record in office leasing transactions, totalling over 500,000 square metres



#### **Eri (Eleftheria) Mitsostergiou, SIOR.**

##### **Office Specialist, Greece**

Eri has over 25 years of extensive experience as an international property advisor, specialising in European cross border investment transactions. Formerly the World Research Director at Savills until March 2024, she spearheaded the company's thought leadership program. Leveraging her

extensive experience, Eri established Foresight Real Estate Experts, her own advisory firm, in April 2024. In June 2024 she led the establishment of the local affiliation of Avison Young in Greece, becoming COO and Principal. Her expertise lies in providing strategic guidance to clients in their real estate investment decisions. Eri actively shares her insights through various platforms such as conferences, webinars, podcasts, and blogs. A qualified Architect, Eri holds a distinguished academic background, including an MSc in European Property Development and Planning, and an Investment Property Forum Diploma from City Business School.

She has demonstrably championed industry leadership, serving as Chair of ULI Greece and Cyprus National Council, and remains actively involved in the Executive Committee. Eri is also an engaged member of the LeanIn Circle, advocating for women professionals in the real estate sector in Greece. Eri's global perspective is enriched by her experience living and working in London, Amsterdam, Bucharest, and Athens. Fluent in Greek, English, Italian, and German, with a working understanding of Spanish, Dutch, and Romanian, she excels in cross-cultural communication.







**Kristof Molnar, SIOR.**  
**Industrial Specialist, Hungary**

Kristof has over two decades of experience leading large-scale site acquisition and development projects across Europe. Now specialized in the data centre industry, he advises global operators on strategic site selection, power access and acquisition execution. As a partner at NAI HUNGARY CEL and, he supports clients across both established and emerging markets, with active mandates in Italy, France, the UK, Spain, Germany, Austria and throughout the CEE. Kristof started his career as a consultant at Cushman & Wakefield and later held executive roles at McDonald's and Tesco. He holds a master's degree in economics and real estate.



**Maria (Merita) Petrou, SIOR.**  
**Industrial Specialist, Greece**

Merita C Petrou is Civil Engineer and Chartered Valuation Surveyor, internationally accredited, she graduated from the Department of Civil Engineering, Thessaly University in Greece, with specialisation in the Geotechnical Department. She also holds an MA in "Property Valuation and Law" from Cass Business School, London.

Maria has been working as a Civil Engineer and Property Valuer since 2005 having significant experience in property valuations of large portfolios of high complexity. She has signed valuation reports for large public and private portfolios, including portfolios of total market value more than one billion euros.

In January 2010 she took over the firm "ELPIDA LOIZOU - REAL ESTATE AGENCY", based in Athens, which has been operating since 1974 representing clients from Greece and abroad. Maria has actively participated in the Greek committees related to the Opening of the Profession of Property Valuer in Greece, while she has served as an Expert in the Legislative Drafting Committee of the Greek Ministry of Finance for Objective Values.

She has been appointed as the Representative on behalf of Greece in the European Network of RICS dealing with issues of Valuations (Virtual Valuation Network) (2016-2020). Between 2016 and 2019 she was a member of the Scientific Committee of the Technical Chamber of Greece (TEE) for Real Estate Appraisals. From 2010 to 2017 she sat on the RICS Hellas board, holding the position of CPD Officer and Membership Development Officer, while she coordinated and drafted the Greek Chapter of the International Valuation Standards - Greek Chapter of the Red Book. Since 2012 she is a member of the Register of Valuers of the Greek Ministry of Finance and Permanent Energy Inspector of First Class. Since March 2017 she is Accommodation Classification Inspector for stars and keys in collaboration with TUV Austria Hellas.



**Guillaume Savard, SIOR.**  
**Office Specialist, France.**

A graduate of ESCP Business School, the Technische Universität in Berlin and Institut Catholique de Paris with a Bachelor in Philosophy, Guillaume has been working in management consultancy for 25 years and specifically in the French real estate industry for 15 years. He started his career within Roland Berger Strategy Consultants then GE Capital Services. As a member of RICS, he then developed and positioned at the highest level in France the consultancy and transaction management activities with occupiers of two world leaders: JLL then CBRE, where he was a member of the board of directors for France. Guillaume specialises in transformation journeys leveraging real estate and workplace of occupiers. He also has extensive experience in real estate base corporate finance projects working with investment banks and Family Offices. He is a member of the Advisory Board of the Master of Science in Real Estate at ESCP Business School.



**Marcell Szotyori-Nagy, SIOR.**  
**Industrial Specialist, Hungary**

Marcell is a senior real estate executive with over 18 years of experience in investment advisory, transaction management, and strategic consultancy across Central and Eastern Europe. Over the course of his career, he has advised on more than €2 billion in investment transactions, completed over one million square metres of leasing and sales deals across various asset classes, and successfully closed more than fifty major investment transactions. His expertise spans the full real estate investment cycle, from sourcing and structuring to due diligence and closing, with a track record in leading regional capital markets teams and delivering cross-border solutions for institutional and private investors.

He currently serves as Co-Managing Director and Partner at 108 Real Estate Hungary, where he also leads the Capital Markets division for the CEE region. In this role, he manages the Hungarian office while coordinating investment and capital markets teams in the Czech Republic, Slovakia, Hungary, Romania, and Croatia. He oversees cross-border investment strategies, transaction structuring, and execution, ensuring seamless delivery for clients.

Previously, he spent over a decade at Jones Lang LaSalle (JLL) in Budapest, ultimately serving as Director of the Capital Markets team covering Hungary and also Croatia, and Slovenia. He managed transactions across all asset classes including office, retail, industrial/logistics, and development sites, in a team of five professionals and overseeing all stages of the transaction process—from mandate negotiation and financial modelling to marketing, due diligence, and final closing. Earlier at JLL, he advanced through roles as Senior Investment Analyst, Investment Analyst, and Trainee, gaining in-depth experience in market analysis, valuation, investment strategy, and the execution of landmark transactions in the region.

Marcell holds an LLD from the University of Pécs, faculty of Law and attended the MSc course of Real Estate at the Budapest University of Technology and Economics. Marcell is a Member of RICS since 2015.



**John Michael Wilson, SIOR.**  
**Industrial & Office Specialist, UK**

After 15 years at CBRE and having transacted over \$12 billion of real estate, John went back to running our own business, this time with his son Sam, a real estate attorney and an ex-broker for a CBRE affiliate. After eight years, Ben joined the team after leaving the army. Their prime aim is to offer unbiased advice and to push the transactional barriers of new markets and unlock opportunities throughout the Globe, in particular the UK, Europe, America and Africa. John and his team are currently working on projects to reduce costs through consolidation for corporates, raising capital to pay for the change and strengthen the balance sheet through monetisation or redevelopment to match a different market. This includes pushing boundaries with pre-structured transactions that they take to the marketplace which make it easier for international investors to bid for, particular in the more complex opportunities and the corporate is already comfortable with the parameters of the transactions, in particular IFRS16 treatment.

Since leaving CBRE and forming Balanced View, John has been involved in some significant work globally and has managed close to a billion US\$ of restructuring, consolidation and monetisation to date. In 2024 they raised over \$200 million for projects and properties. John is now involved in some office, hotel and mixed-use schemes and developments in London & the UK, Europe, America and Africa. Initial projects as part of the regeneration of Johannesburg and its new emerging property markets have also led to other opportunities in South Africa, Lesotho, Zambia, Nigeria, Ghana, Cameroon and other African Cities and Countries.

### Member Associate

Intended for those early in their career with at least one year of experience, Member Associates benefit from professional development, early career resources, mentorship, networking with industry leaders, and opportunities to build business. We encourage Member Associates to work towards 'Designee' status.

### 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.



**Hans Stuckart**  
**Primary Delegate, Luxembourg.**

Hans Stuckart has been a Member of the Executive Board of REInvest Asset Management S.A. since November 2017, where he holds overarching responsibility for Asset and Investment Management, as well as for the strategic development of the company's business activities. With a distinguished track record in the European real estate investment sector, Mr. Stuckart previously spent six years at Corpus Sireo in Luxembourg, serving as Managing Director for the final three years. He began his professional journey in audit and advisory services at KPMG, subsequently assuming senior roles at Commerz Real and Catalyst Capital. His extensive expertise spans the full investment lifecycle and reflects a profound understanding of institutional asset management, fund structuring, and capital markets.



**Michael O'Hara**  
**Primary Delegate, Ireland.**

Michael is Sales & Marketing Director at Leo Lynch, Ireland. He is a passionate, competitive and dedicated business development professional with over 35 successful years' experience. With an extensive client, contractor, supply chain and consultant network in key sectors including data centre, industrial, logistics, food, pharma and high-tech manufacturing, Michael identifies, builds and maintains trusted and valued relationships with all, enabling sustainable growth.

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## SIOR – A TRULY GLOBAL ORGANIZATION

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

The first half of the year has been a whirlwind of activity for SIOR Global, as I have embarked on a transatlantic journey to engage with real estate colleagues, students and industry partners across Europe and the United States.

The journey began in Milan, Italy, where Raffaella Cassese SIOR, Tyler Smith MRICS, and I as a SIOR Foundation trustee, addressed more than 50 students at the International Real Estate Challenge. Organised by Milan Polytechnic and backed by sponsors including the SIOR Foundation, Colliers and RICS, the event saw student teams fan out across European cities to research and propose head office relocation strategies for a fictitious client. Their findings were presented before a jury of sponsor representatives and respected local practitioners.

The success of this initiative prompted the SIOR Foundation

to commit to sponsoring the Challenge for a second year, with plans already underway to involve even more SIOR members across Europe. Organisers aim to provide valuable insights to aspiring real estate professionals, with a return to Milan slated for January 2026 as part of SIOR Europe's ongoing Next Gen agenda.

Elsewhere in the continent, Bordeaux—the famed City of Wine—played host to over 200 industry participants from "Le Club des Clubs de l'Immobilier," an alumni network encompassing graduates from multiple French real estate institutions. Attendees heard from prominent developers, investors, and municipal leaders, including Bordeaux's mayor, and toured both current and planned redevelopment schemes. Mingling with local professionals was made even more memorable by the region's celebrated wines.

June saw the annual SIOR London Luncheon, held this year at the iconic Ivy restaurant in the West End. Forty members and guests enjoyed the establishment's signature shepherd's pie and heard from Tom Alexander, a trailblazing architect known for



## SIOR – A TRULY GLOBAL ORGANIZATION (CONTINUED)

innovative, environmentally conscious hybrid developments that bridge the industrial, residential, and commercial sectors.



Looking ahead, SIOR's calendar remains packed. September will see SIOR Global partnering with FIABCI for their first business meeting in Rome and with Iberinmo for the Portuguese Real Estate Summit.

Following is Expo Real and SIOR representatives will cross the Atlantic once more, this time to Louisville, Kentucky, for the SIOR Fall Event, where the European chapter will again maintain a prominent presence.

November brings a return to London to support the UK-based Commercial Property Network. Throughout these travels, SIOR Global's mission remains clear: to amplify its brand, recruit new members, and deliver value to clients and partners worldwide.

### SUB NOTE ABOUT THE LABRADOR PUPPIES

P.S. I should add a few words to explain the photo. My black Lab gave birth to TEN puppies in early July. A planned pregnancy but rather more puppies than expected. I am keeping one of the daughters but have six other girls and three boys to sell on. They are all pedigree black Labrador Retrievers, all pure race and beautiful!

## EUROPEAN CHAPTER MEMBERS' ENGAGEMENT

### EUROPEAN REGIONAL CHAPTER MONTHLY MEETINGS & MEMBER ENGAGEMENT.

The 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.com](mailto:liana@sioreurope.com) for a copy.

### INVESTMENT GROUP

The group meets every first Wednesday of every month at 11:00am CET. The group aims for a better understanding of the various local markets across Europe and the Americas, but crucially to identify possible investment deals, which are often off-market and to ensure that investors' requirements turn into deals.

### TENANT REP GROUP

The group meets the third Wednesday of every 3 month(s) effective 16/07/2025 from 12:30 pm CET with the objective of creating a focussed business development forum and maximising information sharing as well as developing cross border market insights.

a. The first part of the call (30 minutes) will only be open to members that are bona fide tenant rep specialists and that have made contributions to the Golden Client list. This part of the call will be focussed on business development and potential client introduction opportunities.

b. The second part of the call (30 minutes) will be open to all SIOR members and will take the form of either an open discussion about current issues or some form of education slot.

Contact us at [admin@sioreurope.com](mailto:admin@sioreurope.com) if you wish to receive a Teams invite.

More volunteering opportunities at SIOR

### SIOR GLOBAL

You may find many more opportunities to volunteer at the SIOR Volunteer Manager page by accessing My SIOR (newly launched). <https://my.sior.com/volunteeropportunities/opportunities-list-public>.

### Submit to SIOR Report

If you have a topic you'd like to write about, or an article you'd like to share, we may want to publish it! Your expertise will be demonstrated to the growing magazine audience - a great, free way to market yourself. Articles should be educational and relevant to the industry. We are always looking for new volunteer authors. Articles are typically 800-1500 words.

[Submission Guidelines, How to write an article](#)

In case you missed the articles by our members.

[Ireland: A Land of Opportunity for Brokers](#)

[Super Warehouses in Belgium](#)

[Last Mile Logistics in a Post-COVID Poland](#)

## LEADING THE WAY FOR THE NEXT GENERATION

### SPOTLIGHT INTERVIEW: LED BY TYLER SMITH MRICS, ASSOCIATE MEMBER OF SIOR

As part of our ongoing effort to showcase the passionate individuals driving innovation and inclusivity within the SIOR Europe, we chatted with the leader of the Next Gen Committee. Tasked with empowering young professionals and bridging connections across chapters, he shares insights on a



brand-new mentorship program and exciting transatlantic collaborations aimed at building a vibrant, global network of future leaders.

***Can you briefly introduce yourself and your journey within the SIOR? What led you to lead the Next Gen Committee?***

I'm Tyler Smith, based in London and currently working in the Industrial brokerage market. I joined SIOR through the SIOR Student Real Estate Scholarship, three years to the day of writing this. From the outset of joining the SIOR conference in Dublin, I was struck by how open, engaging and willing-to-share the more experienced members were - and that's something I wanted to be a part of and help pass on. I am very lucky to now have the opportunity to lead the Next Gen Committee and get the chance to help shape how we attract, support, and develop the future of the organisation.

***The Next Gen Committee has been quite active lately. What are some of the key initiatives or goals you've been working on this year?***

This year has been about building momentum and making SIOR feel more accessible to younger professionals. We've focused on three key areas: establishing mentorship structures, enhancing cross-border collaboration, and increasing visibility of younger members at events and panels. We want to catalyse the Next Gen conversation going forward - not just within our committee but across the entire organisation.

***You've recently launched a new mentorship program. Can you tell us what inspired it, how it works, and who it's for?***

The idea came from conversations with students who loved the network but weren't sure how to make the most of it early on, fully supported by the European Chapter Presidency. So, we created a simple, structured mentorship program that pairs those in their early-career or at university with more experienced SIORs across different markets. It's open to anyone looking to grow within the organisation and industry. The idea is to create meaningful, long-term relationships - not just transactional introductions.

***What impact do you hope this mentorship program will have on both mentees and mentors?***

For mentees, we hope it accelerates confidence,

connection, and career growth. For mentors, it's about giving back and gaining fresh insight into how the next generation thinks and evolve with the industry. Ultimately, it's a two-way relationship - bridging that gap between generations in real estate. We've already seen stories of mentees being brought into deals or given valuable career advice they wouldn't otherwise have received - which is amazing.

***You're also working closely with young professionals from other chapters, even across the Atlantic. How did that collaboration begin, and what's the vision behind it?***

That collaboration actually began quite organically - through introductions at international conferences and LinkedIn conversations. There's an obvious appetite among younger members to think globally, and we're trying to harness that. The vision is to create a more connected, international community where young professionals feel part of something bigger than just their local market. I'm thankful to the SIOR Canadian Chapter's Young Professionals for their engagement and enthusiasm for the recent "SIOR Next Gen Goes Global" webinar, where we hosted around 70 people from 9 different countries - a testament to the enthusiasm out there!

***What have you found young people are most looking for when they join or engage with the organisation? How is the Next Gen Committee responding to that?***

They want real value: opportunities to learn, to connect with likeminded peers from all ages, and to grow their careers through tangible experiences. They don't want hierarchy for the sake of it. The Next Gen Committee is working hard to provide practical ways for them to engage - through programs, events, mentorship, and exposure to deals and thought leadership early on.

***In what ways can other members - young or experienced - support the work of the Next Gen Committee or get involved in these cross-chapter efforts?***

The easiest and most impactful way is to reach out. Offer to mentor, share your story, or help make introductions for a younger member. On the flip side, younger members can take initiative - get involved, attend events, and ask questions. We're always looking for volunteers, ideas, and fresh energy. It's a collective effort. I'm always reachable on LinkedIn or email if you ever have any questions.

***Finally, what message would you like to share with young professionals who are curious about the SIOR but haven't taken the leap to get involved yet?***

Don't wait to be "senior enough." The earlier you get involved, the more you'll get out of it. SIOR is full of brilliant people who want to help - but you first have to show up. There's never been a better time to get involved, and the Next Gen Committee is here to make sure you feel welcomed, connected, supported in your career in brokerage / agency.

Get Involved: The Future Starts With You

As the Next Gen Committee continues to build momentum, there's never been a better time for young professionals to connect, contribute, and grow within the SIOR Organisation. Whether you're seeking mentorship, new perspectives, or international opportunities, there's a place for you here. Stay tuned for upcoming events—and consider becoming a mentor, a mentee, or simply a supporter of this inspiring movement.

## MEET SIOR EUROPE ADMISSIONS CO-CHAIRS WELCOMING THE FUTURE OF SIOR ORGANISATION



**Raffaella Cassese**



**Charles Tatham**

Behind every new member of SIOR is a thoughtful admissions process led by dedicated volunteers. This month, we're shining a spotlight on the Admissions Co-Chairs Charles Tatham SIOR MRICS and Raffaella Cassese SIOR, whose behind-the-scenes work plays a key role in shaping the heart of our community. From interviewing applicants to reviewing membership applications, they ensure each candidate is welcomed with care, fairness, and curiosity. We sat down with the Co-Chairs to learn more about what they do, why it matters, and how volunteering has enriched their own experience in the organisation.

### *What motivated you to take on the role of Admissions Co-Chair?*

**CT:** I wanted to be more involved in SIOR and develop the network across continental Europe; you get back what you put in!

**RC:** First, I like to be part of the SIOR organisation, and it is very important to be involved in some working group also to see how the association works. Secondly, I like meeting new people, and these get-to-know interviews gives me the opportunity to get in touch with very good professionals and very good people.

As a matter of fact, for SIOR to work, it is important to have people with many elements together: professionalism, experience, passion for their work, motivation, and – last but not least – humanity.

### *What is the most rewarding part of interviewing applicants and reviewing membership applications?*

**CT:** It's a privilege to get to know people who have already chosen SIOR and recognise our organisation's value (so we don't have to "sell"). I enjoy the open conversations so candidates can initiate us into very different markets and business practices.

**RC:** Having the opportunity to know other professionals, similar to me in the way of thinking and for sure learning from them and their professional word

### *What qualities or stories from applicants have stood out to you in your interviews?*

**CT:** The broad range of services, and the adaptability of members to make a difference in their chosen areas. For example, it's been interesting to learn how younger markets in the East of Europe have become super-efficient in very little time. Also, nobody does identical jobs, and there is vast experience to draw on.

**RC:** All interviews have something unique because people are different. What I like the most, is the passion people put in their work and the commitment they can put in our association

### *How do you ensure each candidate gets a fair and welcoming experience during the admissions process?*

**CT:** The interview comes after the tough application process has been completed, and Chris Collins, Senior Manager of Admissions at SIOR HQ does a great job of making sure the files are all in order; plus all prospects are sponsored by members, which is a great safeguard and comfort. I try to keep the conversation light and to hear what the applicants are proud of, how they got to their positions today, what bothers them about the industry in which they work.

**RC:** I think each of them till now received a warm welcome from everybody, and is immediately involved in calls, groups and so on. I always pay attention to them and insist for them to join at least some of our "Mind Your Own Business" meetings in Europe. I consider it very important, to understand how we work.

### *How does the admissions process help shape the culture and direction of SIOR in Europe?*

**CT:** I think it guarantees standards and quality of applicants; it's also taking SIOR into new territories and our geographical spread is unique.

**RC:** I think we have a real opportunity to build a European atmosphere, which is good and mind broadening for everybody, and we are also improving and balancing our target, having many countries represented. On the other hand, SIOR Europe couldn't get along without the constant contribution of a group of excellent and very skilled members such as the ones we historically have. We couldn't do without them. As a matter of fact, the thread I see sometimes, is that new members think to join just to improve their business in one year and not also to give their personal contribution to the association.

"Pairing" members (in the ten-rep group) was a good tool to let people know each other and build professional trust out of calls. Maybe slowly, we could give some assignments within the European association also to non-native English speakers as it happened to me and check regularly, they fulfil their task.

### *How do you see the admissions team evolving as the organisation grows?*

**CT:** For now we can manage the number of applicants; it would be great to be overwhelmed

**RC:** We should keep interviews because becoming a member is about people and you need to meet them before admitting. As the European association grows further, we may need more members to introduce SIOR Europe and explain to candidates who does what, what is the goal etc.

### *Is there anything you'd like to say to current or prospective members of SIOR?*

**CT:** Members – expect to detect and recommend talent! Prospects – the process is simple and fair, get your application in the post.

As these interviews reveal, the Admissions Co-Chairs do much more than vet applications – they serve as ambassadors of our values and stewards of our future. Their commitment helps ensure that each new member adds something special to our collective journey. If their story resonates with you, consider lending your own time and talents to one of the many volunteer roles within SIOR. Every contribution strengthens our community – and yours could be the next spark that makes a difference



## NEWS FROM SIOR HQ



**Kelly Miller**  
EVP, Membership Experience  
SIOR Global

Are you ready to make a meaningful impact within SIOR and connect with your peers on a deeper level? We have a variety of ways to get involved at any level. Submit your interest by August 31. Assignments will be made prior to the SIOR Fall 2025 Event.



[Volunteer Opportunities - mySIOR](#)

### DEALMAKERS IN EUROPE

Don't forget, SIOR collects and promotes all transactions completed by current members. SIOR depends upon YOU to submit the deals. This should only take a few minutes.

To submit your deals click here: <https://www.sior.com/current-members/m2m/report-transaction>. If you need assistance, please contact [admin@sioreurope.com](mailto:admin@sioreurope.com)

## BEHIND THE 'MIND YOUR OWN BUSINESS' MAGIC

### SPOTLIGHT INTERVIEW WITH

#### JAMES MULHALL SIOR, MSCSI, MRICS BY RORY MULHALL.

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 supported 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, guests and partners are welcome to the social events.

Twice a year, members from across Europe come together for the much-anticipated Mind Your Own Business (MYOB) events – dynamic gatherings filled with inspiration, collaboration, and connection. But behind the scenes, these events are made possible by dedicated volunteer work, careful planning,

and a deep commitment to the SIOR community. In this issue, we shine a light on James, the driving force behind MYOB's organisation and we hand the mic to someone who knows him well – his son Rory – whose curiosity about his father's volunteer work with the association led to a thoughtful conversation about what it takes to bring MYOB events about.



**James Mulhall**

**Rory Mulhall**

**Rory:** Can you tell us a little bit about yourself and your role within the association?

**James:** My name is James Mulhall, I'm the MD of Murphy Mulhall, a commercial brokerage based in Dublin, Ireland. I have been with SIOR since 2014 and currently I am a committee member of the European Chapter responsible for business development which has translated into my role of effectively leading the MYOB events. I have also been actively involved with SIOR Global, serving on nominating committees for three terms and also assisting, more recently, with the search for a new CEO and being part of various task forces.

**Rory:** How did you first get involved in organizing MYOB events?

**James:** Back in 2021, there was a desire for members to, I suppose, have more focused business generation gatherings as opposed to nice luncheons with maybe some field trips afterwards. So in September 2021, we organized the first business generation event in Dublin, and that was very well attended. And after that, MYOB was born.

**Rory:** What does it take to plan a successful MYOB event from the start to finish?

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## BEHIND THE 'MIND YOUR OWN BUSINESS' MAGIC (CONTINUED)

**James:** The planning for each MYOB event probably starts somewhere between nine and twelve months from the actual event. So it is important to have local enthusiasm. So local SIOR's in Europe need to be willing to commit to hosting and not just the actual MYOB event but the various tours, helping with hotels, restaurants, and also the MYOB event itself. There are several conference calls, several meetings with myself and Liana, who's really helpful in organising the back-of-house admin side, seeking to book hotels at favourable rates.

We try and organise a conference venue, and then liaise with the wider membership in terms of publicising the actual MYOB event maybe three to four months ahead of when it's actually going to happen.

**Rory:** MYOB events take place in different European cities - how do you choose the locations?

**James:** Well our members thankfully, at this stage, are becoming more engaged in putting their hand up to host MYOB events. What's important from a logistics perspective is that a city is chosen that is easily accessible by plane, by road or by rail for most of the members across Europe and certainly within direct flight status for those cities. That's a key component because we want to ensure that we get certainly 30, maybe 40 of our members gathering.

**James:** It also has to be reasonable priced because members are paying for these events out of their own pocket and it has to be interesting. So we listen to the feedback from every MYOB event when we do a feedback survey and arising out of that we try and make the next MYOB event better. We've two lined up for next year so hopefully we will be seeing our members in Riga and in Athens and then even beyond that we have members looking to host in 2027.

So thankfully our members like MYOB and would like to showcase their own cities to their European colleagues.

**Rory:** What's the most challenging part of organising these events and how do you overcome it?

**James:** I think certainly trying to get a venue that works as a collaborative space for members. A venue that is easily accessible from the hotels and also a venue that works financially.

It musn't cost too much money because, don't forget, MYOB events have typically been free to members. We do charge now 150 euro to cover costs of venue hire and perhaps some speakers etc. But the most challenging part I suppose initially, is trying to pick a venue within a city that we can get. Thankfully our members have been great in the past in leaning on contacts and colleagues of theirs in law firms or economic schools or hotels to give us venues at either no charge or at very reasonable rates.

**Rory:** What motivates you to volunteer your time and energy for this work?

**James:** I think there are two main reasons. One is obviously when you're part of a chapter and you're trying to grow the chapter, member engagement and member involvement is key. And I like the fact that after hosting an MYOB event, there is much more energy and enthusiasm and interest from the members who've hosted. So they really start to feel part of our chapter. They've had an opportunity to showcase their own city, their own business, business practices within their city, some wonderful sites and their connections. And I suppose it makes them feel proud of who they are.

**James:** And it also, I feel, brings them closer to our members and our members closer to them. The second part is without MYOB and a reason to network and to try and generate business in certain regions, I probably wouldn't get to see so many of the wonderful cities and countries that we've visited along the MYOB journey. So that's certainly enriching for me.

**Rory:** What have you personally gained from being involved in organising MYOB events?

**James:** I think I've grown closer to a lot of European members both personally and from a business understanding perspective. I've learnt a lot about the various different commercial property business practices across different regions. I've also done business with some of the new SIORs and seasoned SIOR's and it's really been a fantastic personal journey for me to help grow the business generation initiative within our chapter.

**Rory:** Are there any memorable moments or stories from past MYOB events that stand out for you?

**James:** Each MYOB event delivers one fantastic moment. Our members who host really put on an amazing show and put some great effort into hosting. So whether it be wonderful food and wine delicacies in Lisbon to seeing a beautiful city like Ljubljana, which I never would have seen without MYOB. Or simply seeing the best of Brussels with a visit to the European Parliament which we're never going to get to do without a hosted MYOB event there and having the connections that our members might have. So it's unfair to single out any one city because each event has had something truly memorable. Then from a business generation perspective you get to interact with people who are interested in doing business with you in their region. But also interested to learn about your region and how they can actually do business with you.

**Rory:** What would you say to someone who is considering volunteering for the first time?

**James:** I would say you need to not be nervous, not be afraid to make that initial step because it is so enriching and so rewarding when you see the outcome of your efforts in terms of bringing people together. Those efforts in terms of growing our chapter through active involvement in MYOB is something that I think other members can really help us with. I don't think MYOB should be an event that is solely belonging to a "James" or a "Liana".

## BEHIND THE 'MIND YOUR OWN BUSINESS' MAGIC (CONTINUED)

I think MYOB belongs to the chapter and we need to have a situation where members are stepping up and I would hope that in the future I'll be able to pass on the MYOB baton to a new volunteer who wants to carry on what is a wonderful tradition in our chapter.

**Rory:** Why do you think it is important for members to contribute to the community in this way?

**James:** Well, I think you get out of something what you put into it. I think attending is the first step towards receiving that benefit. I think that members who do go further than that, those who help organise at a chapter level or who help get involved at a Global level help the next generation with their efforts, they really do get rewarded. But also you have to give something back.

I mean, we're very blessed to be where we are in our journey because we have people helping us along the way. And I think we have got to pay it forward.

**Rory:** How can others get involved in helping out with future MYOB events?

**James:** The members of the European Committee are all listed on our website. Please, just reach out to any of those committee members. Tell them you'd like to get involved or get more involved. We can put you in touch with the relevant person who looks after that part of our chapter. As a good starting place speak to Liana. She is excellent in terms of explaining how the chapter works and how you can become involved. We can always do with more help at our European chapter level, always.

**Rory:** What are you most excited about for the upcoming MYLB event?

**James:** The next event is being held in Vienna where we have three brilliant SIORs helping us out, pulling that together. I'm very excited to see our European members again. It's been a very strange year for us in commercial property. It's always good to catch up and find out what the "temperature" is like in their region. Vienna is a wonderful city and we're going at the perfect time of year to experience one of the magical parts of Vienna - Christmas markets.

But perhaps, more importantly, I think the collaborative effect of bringing people together is something that I always look forward to at MYOB events and we have not had a bad MYOB event yet - so no pressure on the guys in Vienna.

**Rory:** Do you have any ideas or dreams for the future of MYOB?

**James:** I think MYOB is a great twice-year event. I think, eventually, I'd like to see MYOB become an event that's open to Next Gen members. I'd like to see MYOB being organized by a bigger committee who can record data on its business generation activities. I'd like to see MYOB grow in terms of number of attendees and I'd like to see more international

members from the US, from Canada, feeling that this is an event that they need to attend because it's the premier business generation showcase of SIOR beyond the US.

## MIND YOUR OWN BUSINESS, VIENNA, AUSTRIA 4<sup>th</sup>-5<sup>th</sup> DECEMBER 2025

Don't miss out on this event. We are excited to welcome Saadia Sheikh SIOR President Elect during our meeting in Vienna.

As the youngest female President in SIOR's history, Saadia is beginning her tenure in November 2025.

This is a unique opportunity to hear first-hand about her vision and priorities for the organisation.

Don't miss the chance to connect with a dynamic leader shaping the future of SIOR

Finally, we would like to extend our gratitude to our Austrian members for acting as our trusted advisors and sponsors for the event: Frank Brün, Andreas Polak-Evans and Sebastian Scheufele  
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## SIOR EUROPEAN CHAPTER 2025 EVENT HIGHLIGHTS

SIOR EUROPE NETWORKING SKI WEEKEND, CHAMONIX  
MONT-BLANC, FRANCE  
23<sup>rd</sup> - 26<sup>th</sup> JANUARY 2025





**SIOR INFLUENCERS' RECEPTION AT MIPIM 2025,  
CANNES, FRANCE 13<sup>th</sup> MARCH 2025**



**SIOR LONDON LUNCHEON AT THE IVY,  
LONDON, UK 26<sup>th</sup> APRIL 2024**







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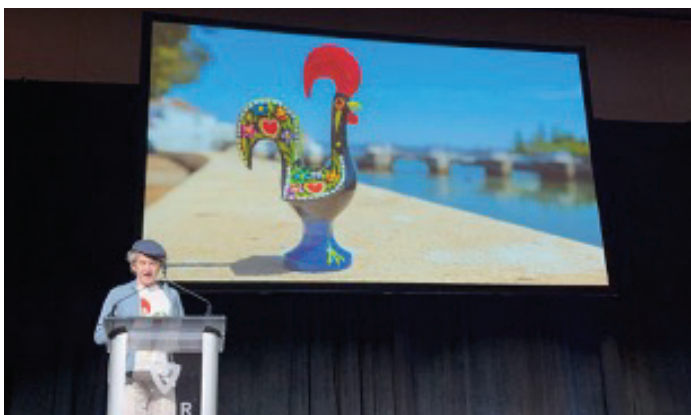


**MIND YOUR OWN BUSINESS, LISBON, PORTUGAL**  
**3RD - 4TH APRIL 2025**





**SIOR SPRING EVENT, LAS VEGAS, USA**  
**6<sup>th</sup> - 9<sup>th</sup> MAY 2025**



**AGM - VIRTUAL MEETING**  
**15<sup>th</sup> MAY 2025**



**UPCOMING EVENTS**

**CALENDAR OF EVENTS IN 2025 - 2026**

**SAVE THE DATES AND BOOK YOUR FLIGHTS!**

[Expo Real, Munich Germany](#) 6th-8th October 2025 – reduced rate for SIOR members.

[SIOR Fall Event, Louisville- Kentucky](#) November 4th – 7th 2025

[Mind Your Own Business & Christmas Dinner, Vienna-](#)  
Austria 4th -5th December 2025

[SIOR Europe Networking Ski weekend, Chamonix](#) - France  
22nd -25th January 2026

MIPIM, Cannes, France 10th to 13th March 2026 – reduced  
early bird rate for SIOR members.

Mind Your Own Business April 2026 TBA

[5th SIOR International Conference, Lisbon](#) – June 24th –  
26th 2026

Don't forget – every fourth Wednesday of the month, "Apéro"  
online drinks meeting, using Teams. The meeting is open to  
SIOR members and guests and takes place in a relaxed end of  
day atmosphere with an open agenda – business and leisure.  
Registration is not required, and all are welcome.

Microsoft Teams

Join the meeting now

Meeting ID: 385 512 479 766

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Visit [SIOR Europe](#) for more details and registration links.

**We would like to thank all our sponsors who contributed to  
our chapter and helped us maintain a busy agenda and yet  
another successful year.**