

Chapter 1 : Taking advantage of exciting counter-cyclical retail opportunities - Knight Frank Blog

Dr. John Sullivan, professor, author, corporate speaker, and advisor, is an internationally known HR thought-leader from the Silicon Valley who specializes in providing bold and high-business-impact talent management solutions.

This says "If something cannot go on forever, it will stop," by which Stein meant that if a trend balance of payments deficits in his example cannot go on forever, there is no need for action or a program to make it stop, much less to make it stop immediately; it will stop of its own accord. It is often rephrased as: Price increases were being driven by low interest rates, easy credit and "especially in the section and new apartment market - speculation. Houses became unaffordable for first time buyers. The pressure on the New Zealand consumer has been exacerbated by higher oil and food prices. As I pointed out in the last newsletter growth in the western world in recent years has been consumer driven. Now "at least in the U. Low interest rates offered by traditional providers of fixed interest investment like banks, led to a proliferation of new offerings to mum and dad investors like finance company debentures. Slack credit policies for finance for cars, property and other assets by a number of these led to defaults and the demise of several companies. Investors fled and even those companies with sound assets felt the pinch as re-investment ratios fell. All of a sudden the choice of financier was no longer there and borrowers are scrambling to find alternatives. Easy credit has gone. While I pointed out in my last newsletter that those waiting for bargains to come out of the property sector are likely to be disappointed " many should never have got off the ground in the first place " there will be opportunities for those investors that have patience and can think outside the square. As the remaining lenders become credit conscious to the extreme " which in many case worsens their position - there are a lot of good business and property investments out there that are screaming for funds. When times are good - or shall we say as times get better because this is not a quick process " everybody wants to lend you money. But when times look not so good " and this is a quick process " nobody wants to lend you money. And if they have they want it back! Those of us who are old enough will have seen it all before. But here are ways of getting the funds needed for good business and property deals. Memories of front end loaded loans, vendor finance, land banking income earning properties, joint ventures, quasi equity participation, collateral guarantees, re-financing to isolate or free security, location specific investing, and so on - if not fresh in the memory - do come flooding back.

Chapter 2 : Countercyclical Hiring: The Greatest Recruiting Opportunity in the Last 25 Years | ERE

DESPITE high vacancies and tenant incentives, Perth's office market presents investors with counter-cyclical opportunities. Sydney and Melbourne will continue to enjoy strong rental growth, with effective rents tipped to rise by up to 12%, according to the Australian Property Institute-Opteon Office Market Outlook.

Share Being strategic always requires some degree of unconventional thinking. If you are a corporate recruiting manager and you are looking for an opportunity to have a strategic impact, you need to understand why today is literally the best time to be actively recruiting in at least the last 25 years. High availability “ when the available quantity or volume of the product is high so that sellers have a surplus. High-quality “ when the quality of the product is high. Low cost “ when the cost is low because of the high supply and the low demand. Low supplier power “ when the weakened bargaining power of the seller has made them more open to concession in terms. While many nations do not have a labor shortage, many including the United States do have a talent shortage. If your organization has struggled in the past two decades to find top talent to fuel growth initiatives, this temporary respite in competition for labor should be leveraged to the hilt. Procuring high-quality talent at low cost and with minimal effort would certainly make you a hero among senior managers with mounting volume of work to be completed. Talent costs were low “ because no one is actively bidding, the costs of acquiring any available talent would be low. High-quality talent available “ an opportune time to recruit would be when there were a number of genuine superstars available and in addition, there was also a large volume of high-quality talent available across all of your key positions. The players lack power “ whenever there is a lack of competition and few open positions, even exceptional players become amenable to considering and accepting job offers that they would not have previously been considered. Actions that you would take when most or all of these factors occurred would include: For these few roles, you would continually recruit and hire exceptional talent whenever it was available at a reasonable price. The logic would be simple. Because the economy is down, corporate recruiting is stuck in cost-cutting mode. All the Factors Point to a Great Time to Recruit The purpose of these three related analogies is to demonstrate the identifiable factors that make it a perfect time to buy. Currently, top talent is abundantly available; at no other time in recent economic history has the pendulum swung so far toward the advantage of the employer. Perhaps the leaders in corporate recruiting are too close to the situation to actually see the tremendous opportunity that is facing us today. The Perfect Time for Recruiting Competitors are out of the market “ almost no one is in the talent market right now. In addition, you might feel relatively alone among corporate recruiters, if you choose to visit college career centers. High-quality talent is available “ in some downturns, only low-quality talent is laid off by corporations. However, during the current downturn, because of a large number of recent mergers, facility closings, and the complete elimination of some major firms, the amount of extremely high-quality unemployed or underemployed talent available around the world is at an all-time high. Costs are low “ the lack of competition and the down economy have forced the price of available talent in almost all positions back down to reasonable levels. New referral approaches and Internet and social networking recruiting tools have also reduced the cost of recruiting talent. Taken together they have dramatically decreased the cost of adding talent. The coming retirement wave “ the dramatic reduction in stock prices and k values has temporarily postponed the upcoming wave of retirements. Despite this delay, these retirements will come eventually and if the economy turns around suddenly, firms may very soon be faced with a tidal wave of retirements. The coming retention problem “ if your organization is among the many that have undergone layoffs, frozen hiring, reduced budgets, and maybe even cut salaries through the use of furloughs, the odds are that your current employees are overworked and stressed. Other advantages to countercyclical recruiting include: A Tutorial A successful recruitment plan is more than just numbers. Vacancies and recruiting budgets form the basis of recruitment plans, but employing good hiring practices can elevate them. Get a jumpstart on , by taking a look at a comprehensive tutorial on how to develop your recruitment plan. As a result, companies are now planning numerous new technologies and processes to increase their productivity. By hiring now you provide new hires with enough training and development time

to be up-to-speed as these new technologies come online. Hiring individuals before you need them also gives them a chance to adjust to your corporate culture. A final advantage of beginning your recruiting search early is that even if you merely stretch out the time period over which you are actively looking for talent, you automatically increase the odds that one or more top individuals will become available during the extended search time. So what if you hire too many? With this exceptional talent, you could more easily beat your competitors. Update Your Recruiting Strategy with These Seven Elements Hopefully the analogies and the eight factors listed above have convinced you that now is the time to rethink your approach to recruiting. If so, there are seven major elements related to countercyclical recruiting that you need to consider adding to your current recruiting strategy: Most wanted list – this element is a combination of talent pool and opportunity hiring. Under this process, at the beginning of the year you select the top 25 up to most desirable individuals in your industry. As soon as one becomes available, you make a hiring decision. Add to corporate actions the fact that numerous opportunities for employees current and former to share their perspective online have popped up in recent years and it becomes clear that nearly every organization needs an aggressive strategy to manage their brand perception online. Final Thoughts A handful of firms Google, Slide, Microsoft, Principal, and HP have to be recognized because they understood both the need and the opportunity to continue hiring during this downturn, even though they too may have been cutting their workforce. I can only identify two major reasons for their lack of action. The first is that they have just failed to be strategic and instead had a misdirected focus on cutting recruiting costs, rather than the more impactful strategic focus of increasing corporate revenues.

Chapter 3 : Australia Market Outlook | CBRE

While Sydney and Melbourne office landlords appear the obvious winners, investors may benefit from counter-cyclical opportunities in the Perth market, The Australian Property Institute-Opteon Office Market Outlook has found.

Chapter 4 : ACMI - Aircraft Leasing | Air Partner

Procyclical and countercyclical variables are variables that fluctuate in a way that is positively or negatively correlated with fluctuations in gross domestic.

Chapter 5 : Cyclical Industry

On behalf of their institutional and private clients, the asset management specialists of LGT Capital Partners search worldwide for attractive investment opportunities and the best portfolio managers.

Chapter 6 : Procyclical and countercyclical variables - Wikipedia

With its global footprint, LGT Capital Partners helps institutional investors unlock opportunities globally.

Chapter 7 : What is Countercyclical? definition and meaning

Being strategic always requires some degree of unconventional thinking. If you are a corporate recruiting manager and you are looking for an opportunity to have a strategic impact, you need to understand why today is literally the best time to be actively recruiting in at least the last 25 years.

Chapter 8 : Countercyclical Hiring

Any investment that has a negative correlation statistically to cyclical investments. And just because an investment in the past has such a track record, does not mean it will continue in such a manner--this is the major Achilles' heel of

modern financial theories out of academia.

Chapter 9 : Counter-Cyclical Stock

Counter-Cyclical Considerations Although new-building construction generally suffers during an economic downturn, counter-cyclical demand patterns in real estate can create new opportunities for.