



# LEAD: ASSOCIATE TRACK Q3

Learn, Elevate, Apply, Develop

**BRIDGE**  
**INVESTMENT**  
**GROUP**

# Executive Guest Speaker:

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Todd Gorelick  
Senior Managing Director & Co-Chief Executive Officer  
Bridge Single-Family Rental

# LEAD - ASSOCIATE TRACK



## Q1 – Critical Thinking & Decision Making

- Taking data to the next step
- Generating practical solutions
- Problem-Solving skills



## Q2 – Effective Relationship Management

- Develop interpersonal relationships
- Polish cross-team collaboration skills
- Improve conflict resolution techniques



## Q3 – Success Blueprint: Time Management

- **Effectively Prioritize Your Tasks**
- **Understand Critical Path and Dependencies**
- **Identify SME's at Bridge**



## Q4 – Emerging Leader

- Acquire primary leadership skills
- Become skilled in mentoring others
- Learn how to build your credibility

# PERFORMANCE EXPECTATIONS

	Sets a positive example inside and outside of the office	DEI & B Mindset	Proven solid relationships across Org	Exhibits Accountability	Ownership in Area of Expertise	Critical Thinking Skills
Associate I	✓	✓				
Associate II	✓	✓	✓	✓		
Associate III	✓	✓	✓	✓	✓	✓

# PRIORITIZING YOUR TASKS

A. Most Important

B. Important

C. Least Important

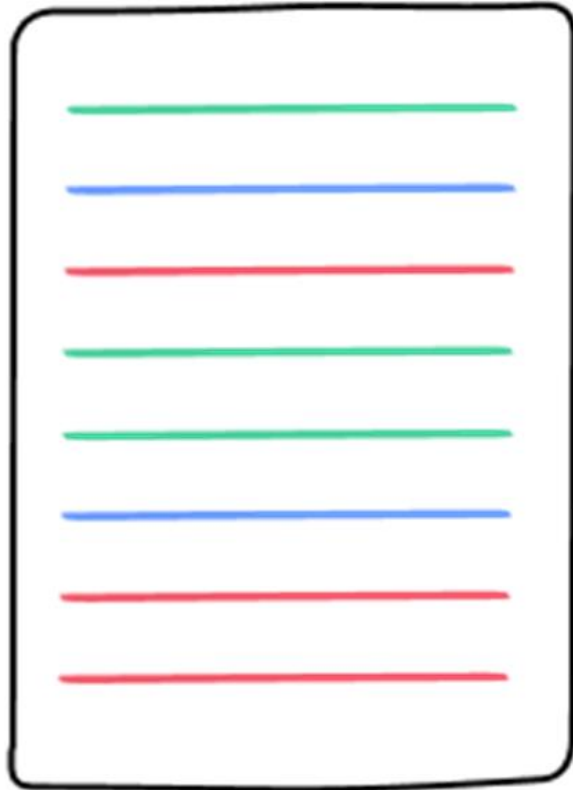
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Step One



Step two



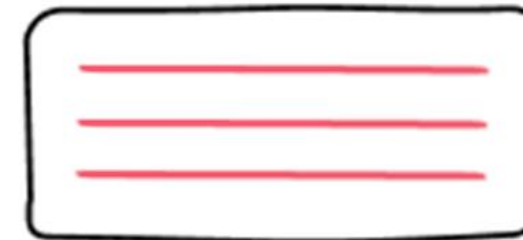
A.



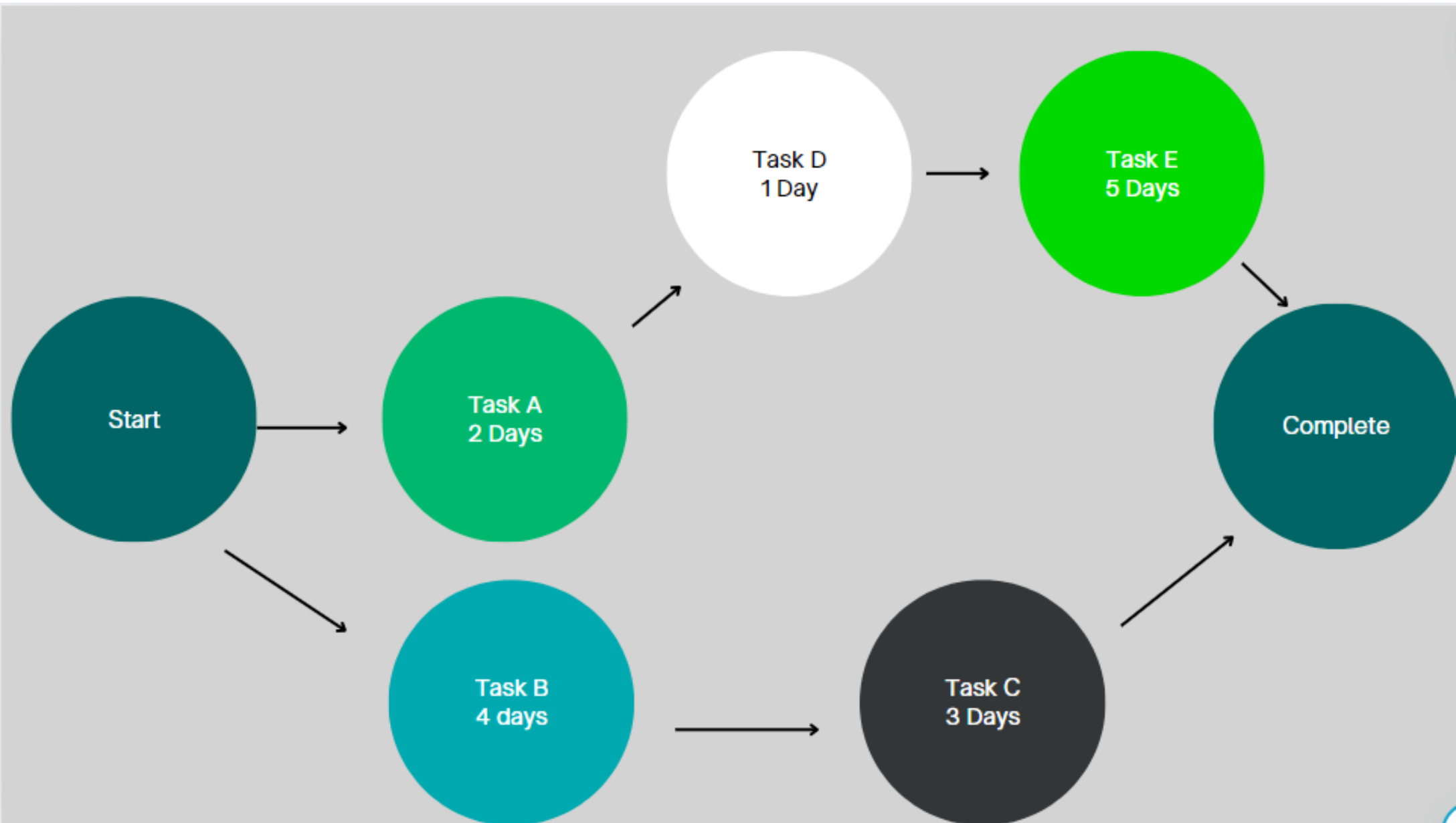
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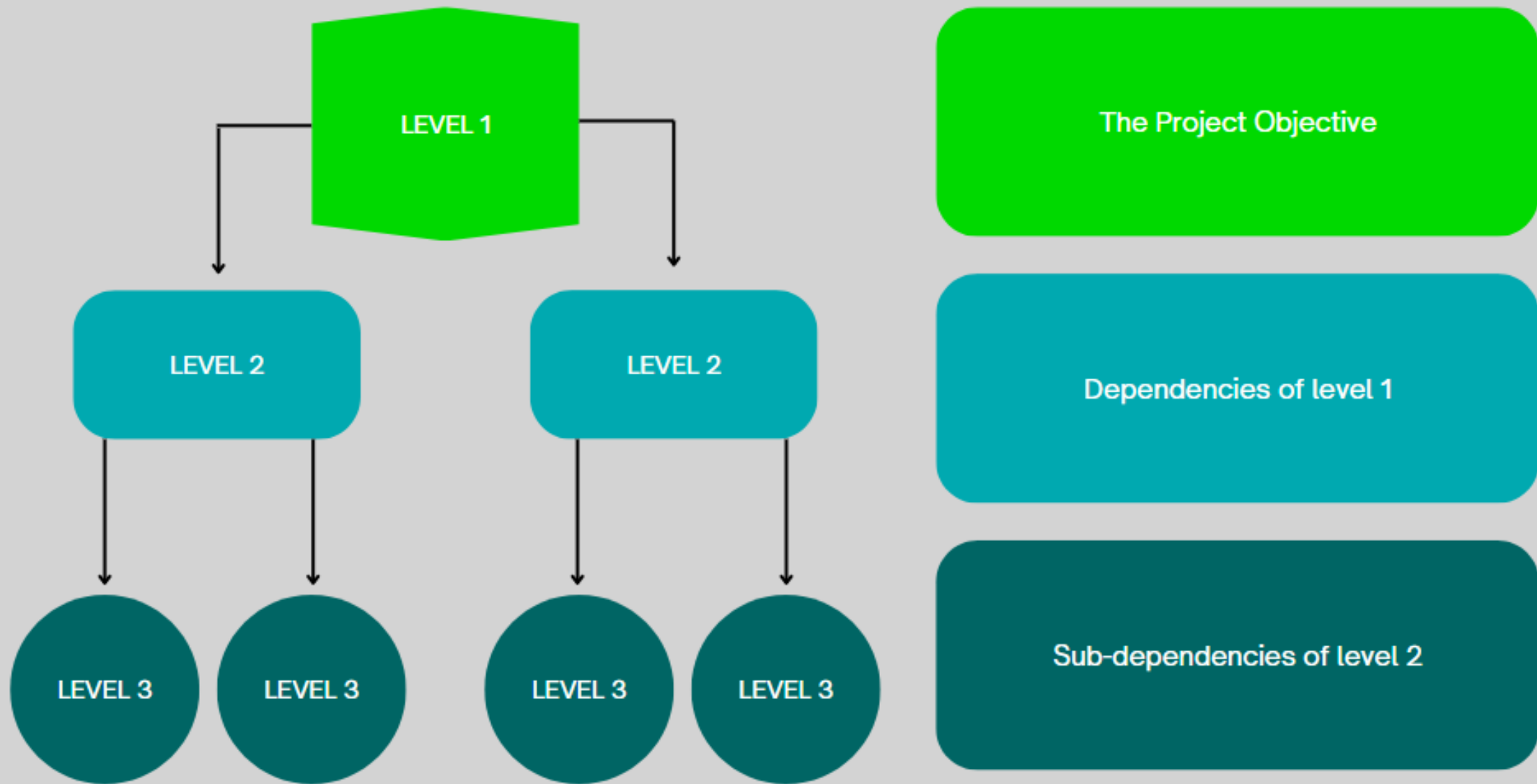
C.



# CRITICAL PATH ANALYSIS

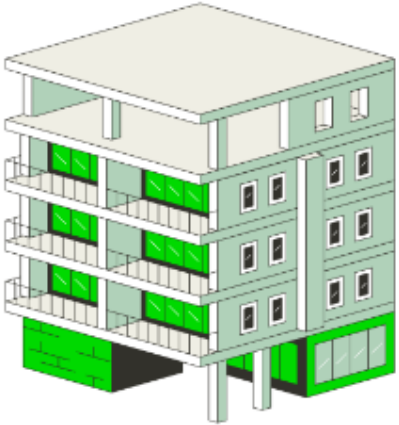


# WORK BREAKDOWN STRUCTURE



# GROUP ACTIVITY - Open a Business

Company-Owned



Central Business District

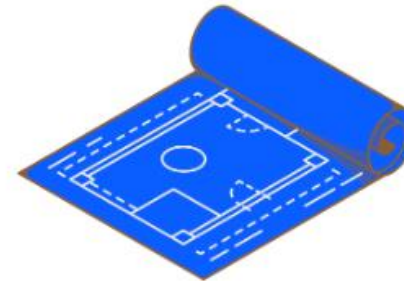


Objective: Create a Task List



Budget

Pays Rent



Blueprint



Business Plan



Break Even



Mon.-Fri. 7am-3pm



Employees



# SUBJECT MATTER EXPERT

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A **Subject Matter Expert** is someone who has highly specialized knowledge in a particular industry or field of study.

Working with a  
**Subject Matter Expert**  
can make a difference in the outcome of your projects.

How would **SME's** be useful in the previous activity?

How can you identify **SME's** at Bridge?

# Interpersonal Skills - Definition

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Interpersonal skills or 'people skills' are the qualities and abilities that help us communicate and build relationships with others.

We demonstrate interpersonal skills while engaging in any kind of verbal or nonverbal communication.

Strong interpersonal skills are considered an asset in a working environment, as the benefits include the ability to work well with others and succeed in navigating complexity, change, and everyday tasks.

# Bridge ERG Groups

BRIDGE  
WOMEN'S  
NETWORK



BIG  
PRIDE

BRIDGE  
ALLIES  
FOR AAPI

BRIDGE  
ADVOCATES FOR  
ACCESSIBILITY



BLACK  
INCLUSION  
GROUP

 BRIDGE OF  
HONOR



UNIDOS  
@BRIDGE

**BRIDGE INVESTMENT GROUP**

**BRIDGE GIVES**

**BRIDGE COMMUNITY ENHANCEMENT INITIATIVE (BCEI)**

*Building a Bridge to a Better Life - Three Pillars of BCEI*



Bridge to Education



Bridge to Financial Wellness



Bridge to Healthy Communities

**Campaigns & Volunteer Opportunities**



(BAFA) Pucks for Autism



(ORL) Bridge Green Earth Day Clean Up with Keep Orlando Beautiful: April 22, 2024



(Salt Lake, UT) O2 Bridge Green Earth Day Garden Clean Up: April 26, 2024

# PERFORMANCE EXPECTATIONS

	Sets a positive example inside and outside of the office	DEI & B Mindset	Proven solid relationships across Org	Exhibits Accountability	Ownership in Area of Expertise	Critical Thinking Skills
Associate III	✓	✓	✓	✓	✓	✓
	Skilled communicator with solid people and project mgt skills	Self-initiator in area of specialization	Proven time mgt skills	Capable of contributing to strategy for area of expertise	Drives high levels of teamwork	Aware of and incorporates ESG & DEI+B best practices
Vice President	✓	✓	✓	✓	✓	✓

# WRAP-UP: WHAT WE COVERED

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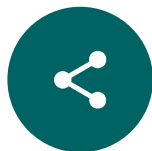
## Prioritize Your Tasks

- Create a task list for every project
- Find the tool that works best for you
- Update your list as things change




## The Critical Path Analysis

- Utilize the Work Breakdown Structure
- Identify dependencies
- Begin with tasks that involve other people



## Locate SME's at Bridge

- Polish your interpersonal skills
- Join Bridge ERG's and Bridge Gives events



# QUESTIONS? COMMENTS?

Q3 - Time Management

**BRIDGE**  
**INVESTMENT**  
**GROUP**

# APPENDIX

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# HOW TO AVOID BEING AN UNKNOWN SME

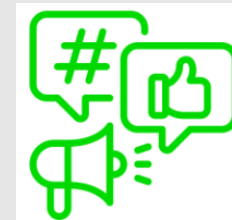
An Expert is someone who knows some of the worst mistakes that can be made in a subject, and how to avoid them.

Werner Heisenberg

Never Stop Learning.



Follow Bridge's Social Media Channels



Volunteer to lead new projects.



Find ways to share your knowledge.



Join one of Bridge's ERG Groups

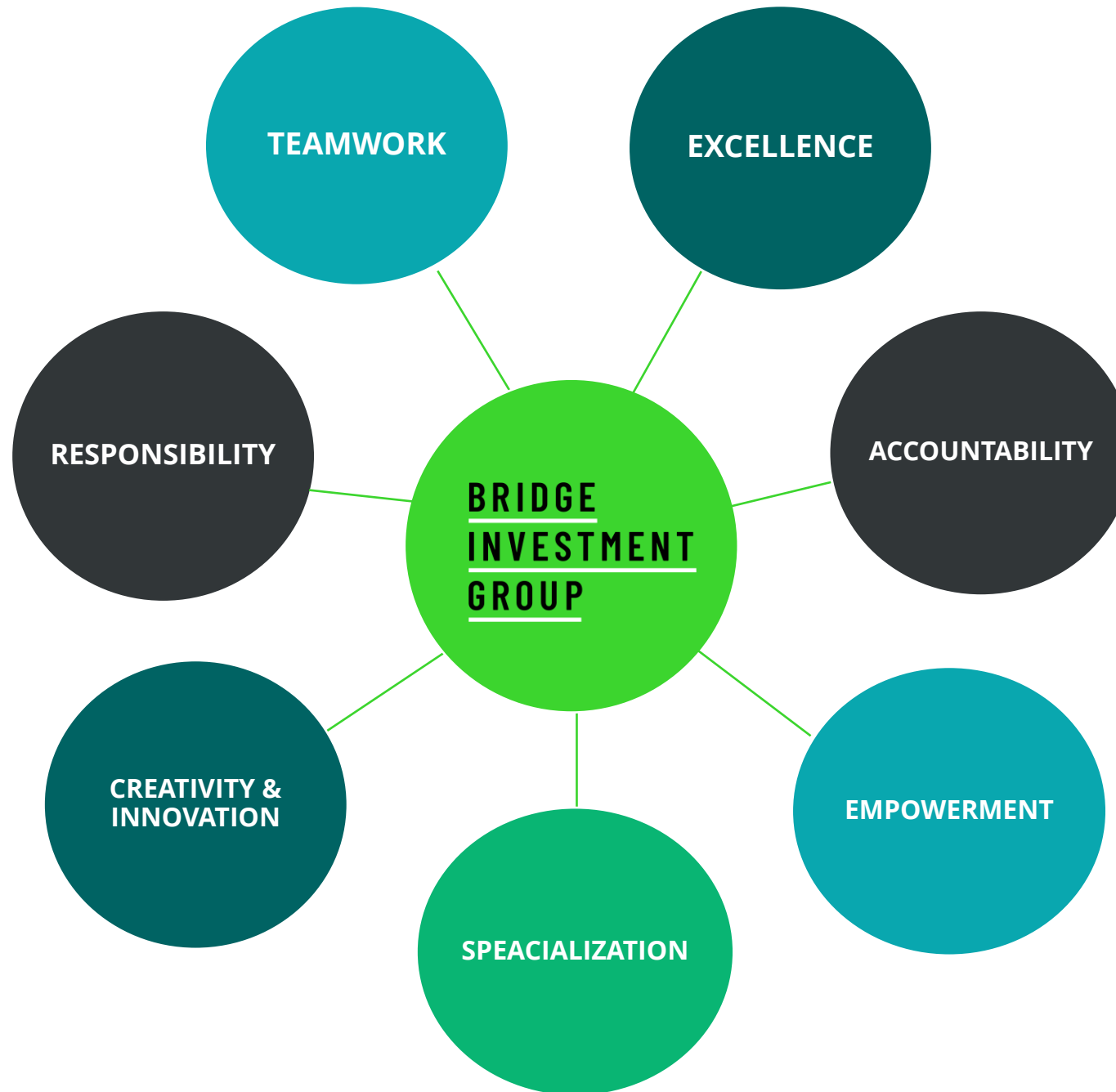


# INTRANET

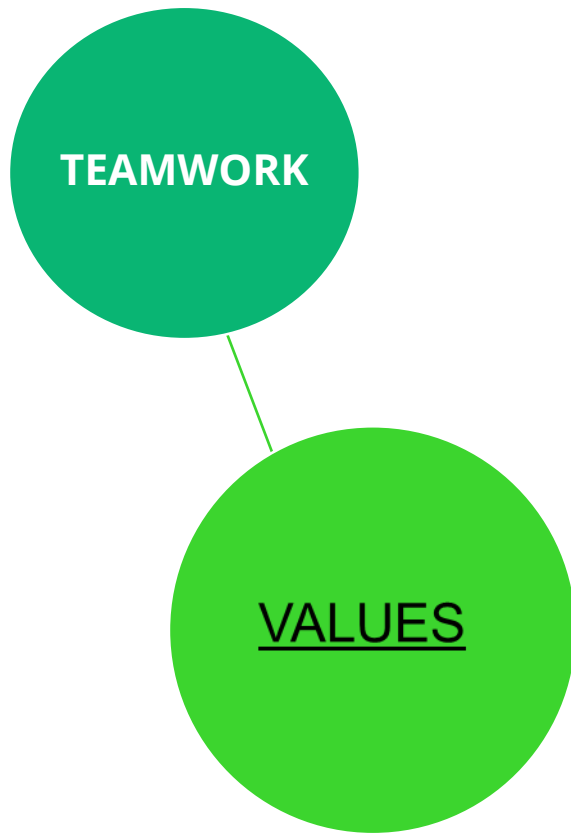
The one-stop shop for all Bridge resources



# ONE BRIDGE - Living Our Values

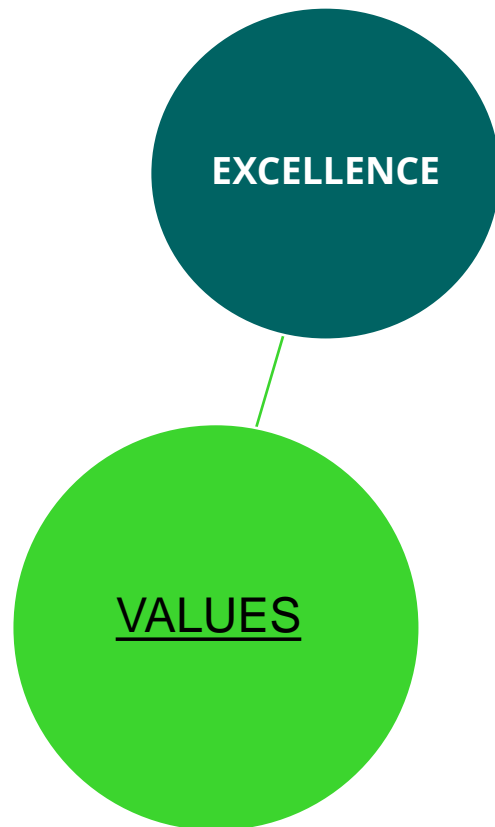


# ONE BRIDGE - Teamwork



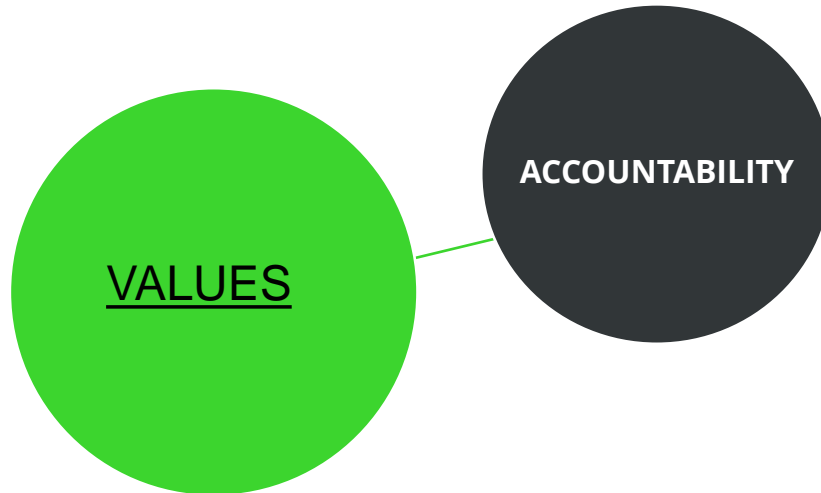
- We emphasize teamwork in everything we do.
- We thrive on collaboration, hard work and open and honest communication.

# ONE BRIDGE - Excellence



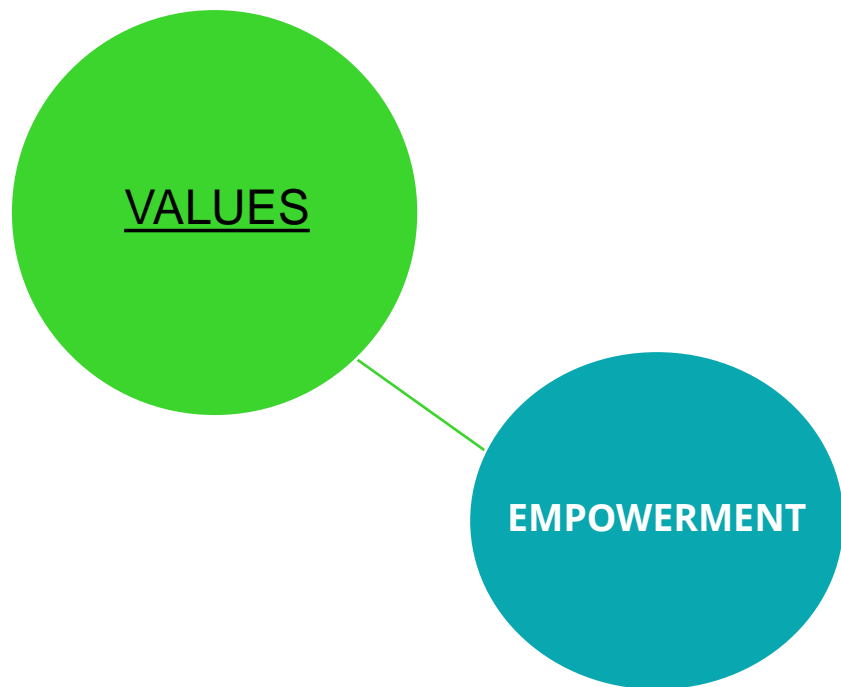
- We strive to be the best performing firm in our industry.
- We take pride in our performance and celebrate our achievements.
- We do what is right – for the right reasons.

# ONE BRIDGE - Accountability



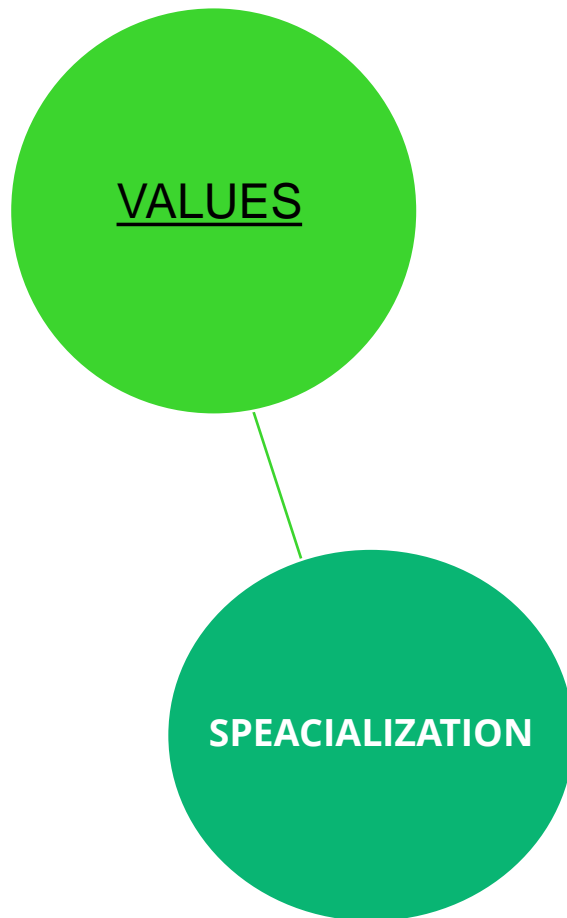
- We stand behind our word and strive for continuous improvement in all that we do.
- We face facts and realities, and we embrace challenges.

# ONE BRIDGE - Empowerment



- We empower our people to reach their full potential.
- We cultivate a diverse and inclusive culture of disciplined analysis and action.
- We believe that diversity is the only path to superior performance.

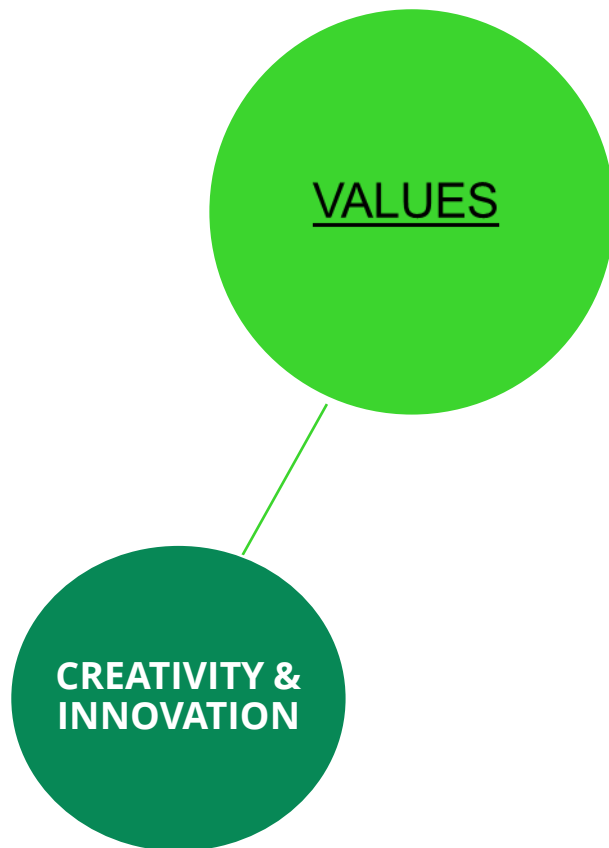
# ONE BRIDGE - Specialization



- We develop specialized investment and operating teams which have deep sectoral knowledge of the areas in which we invest.
- We use data, carefully analyzed and fully vetted, to complement decades of experience, in guiding our investment decisions.

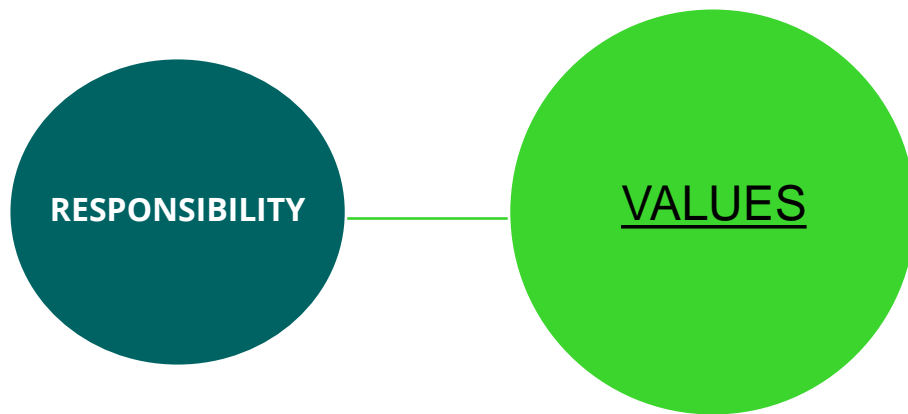


# ONE BRIDGE - Creativity & Innovation



- We consistently reexamine how we operate and seek innovative solutions to improve our performance, at the asset level, at the Fund level and at the corporate level.
- New ideas are carefully examined and adopted if appropriate.

# ONE BRIDGE - Responsibility



- We invest and operate responsibly and believe that strong corporate and individual citizenship go hand-in-hand.
- We understand that responsible investing does not sacrifice returns but should in fact enhance risk and return characteristics through deliberate and thoughtful integration of environmental, social and governance best practices.