

# Leading Regency: 2010 Martin E. Stein Sr. Award Winners



Since 1998, Regency has annually recognized individuals who exemplify superior consistently strong performance and high ethical standards through the Martin E. Stein Sr. Award. Recipients have significantly contributed to Regency's vision of being a premier company while demonstrating the company's core values of high ethical principles, betterment of our communities, quality service, trust and teamwork.

This year's recipients are no exception. But before we recognize these award-winning company leaders, let's take a look at the origin of this award, named for the company's founder and Hap's dad Martin E. Stein, Sr.

### Origin of the Award

According to Hap, the award emphasizes teamwork, professionalism, integrity, selfless leadership and business results as these were core attributes of his parents which shaped Regency's vision and values today.

"Leadership is demonstrated by actions, not just words. We should positively impact the world around us, not just corporately but in our personal lives as well," explained Hap. "The award includes the poem 'Success' by Ralph Waldo Emerson which may surprise some as it does not refer to any business concepts. However, it embodies the essence of this company and the importance of impacting our community."

When asked about his expectations of all Regency employees, Hap pointed out the rare opportunity to take the company to a new level based upon our collective talents and wisdom. He stressed the importance of building and maintaining relationships through a personal touch rather than digital tools.

"My dad was a people person who loved and enjoyed this business," explained Hap. "It is important that we reach out to people though one-on-one conversations and phone calls, rather than emails and voicemails. Plus, we need to safeguard the fun aspect of our jobs which is a unique part of Regency's culture. Dad would be amazed at the awesomeness of our team."

### Congrats to This Year's Honorees

Speaking of awesome, this year's honorees are no exception. They include People Services Senior Manager Amy D'Olimpio (Jacksonville), Financial Services Manager Alice Russell (Dallas) and Regional Officer Andre Koleszar (Atlanta).



**Amy D'Olimpio**

Amy is recognized for her drive for results, strong multi-tasking skills and ability to foster strong working relationships. Amy has played a key role in talent management such as leadership development tools, on-boarding process for new employees and compassionate layoff support for associates impacted by the restructure. She is currently spearheading the company's newest professional development initiative Crucial Conversations. Plus, she plays an integral role in rSource.

As passionate as Amy is about her job, she also finds time for her family and community. She coordinated the Jacksonville United Way campaign activities last year and helped initiate Regency's Heart Walk team which is now an annual activity for those wishing to actively support the American Heart Association. She also regularly serves as team mom for youth volleyball and soccer teams and classroom assistant for both her young daughters.



**Alice Russell**

Alice is recognized for her resourcefulness, commitment, leadership, initiative, positive attitude and proven ability to work well with peers and managers throughout Regency. Her work ethic and resourcefulness leave a positive impression on virtually everyone that has had the opportunity to work on a project with her.

Alice's ability to step in and immediately become a key member of a project team is evident in her work with The Shops at Highland Village. What started out as a request to complete a quick analysis of tenants' sales kick outs and co-tenancy clauses has evolved into Alice becoming an integral member of the center's positioning team. Alice has worked tirelessly on this project to ensure that Regency's decisions are based on clear information and quality analysis.

Deeply committed to her family and community, Alice has taught computer skills once a week to the elderly at a local retirement center for the last ten years. Plus, she took on the personal challenge of recently completing a triathlon to benefit the Susan G. Komen for the Cure Foundation even though she didn't know how to swim.



**Andre Koleszar**

Andre is personable, energetic and a "glass is always half full" kind of leader. He began his leasing career with Regency in South Florida, posting 175,000 square feet of lease activity in his first full year. Andre relocated to Raleigh for an expanded leasing role, signing more than 240,000 square feet of space and earning him the distinction of leasing the most space by a single agent in 2007. The next year, Andre was promoted to Vice President, Regional Officer for the Atlanta region, moving his young family a second time.

In his new capacity, Andre has direct responsibility for over thirty-two shopping centers that represent over 2.9 million square feet. He is already making an impact in the market, being selected as one of the 2010 recipients for "Who's Who in Commercial Real Estate" by the Atlanta Business Chronicle.

Quickly integrated into the community, Andre is a volunteer fireman.

**Congratulations again to this year's honorees who were formally recognized at the annual Officers Meeting in November.** They were selected by Operating Committee from nominations submitted by their respective department heads. If you are interested in selection criteria, please talk with your supervisor or department head.



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### Success

*Ralph Waldo Emerson*

To laugh often and love much;  
To win the respect of intelligent persons and the affection of children;  
To earn the approbation of honest critics and endure the betrayal of false friends;  
To appreciate beauty;  
To find the best in others;  
To give of oneself;  
To leave the world a bit better, whether by a healthy child, a garden patch, or a redeemed social condition;  
To have played and laughed with enthusiasm, and sung with exaltation;  
To know even one life has breathed easier because you have lived –

This is to have succeeded.