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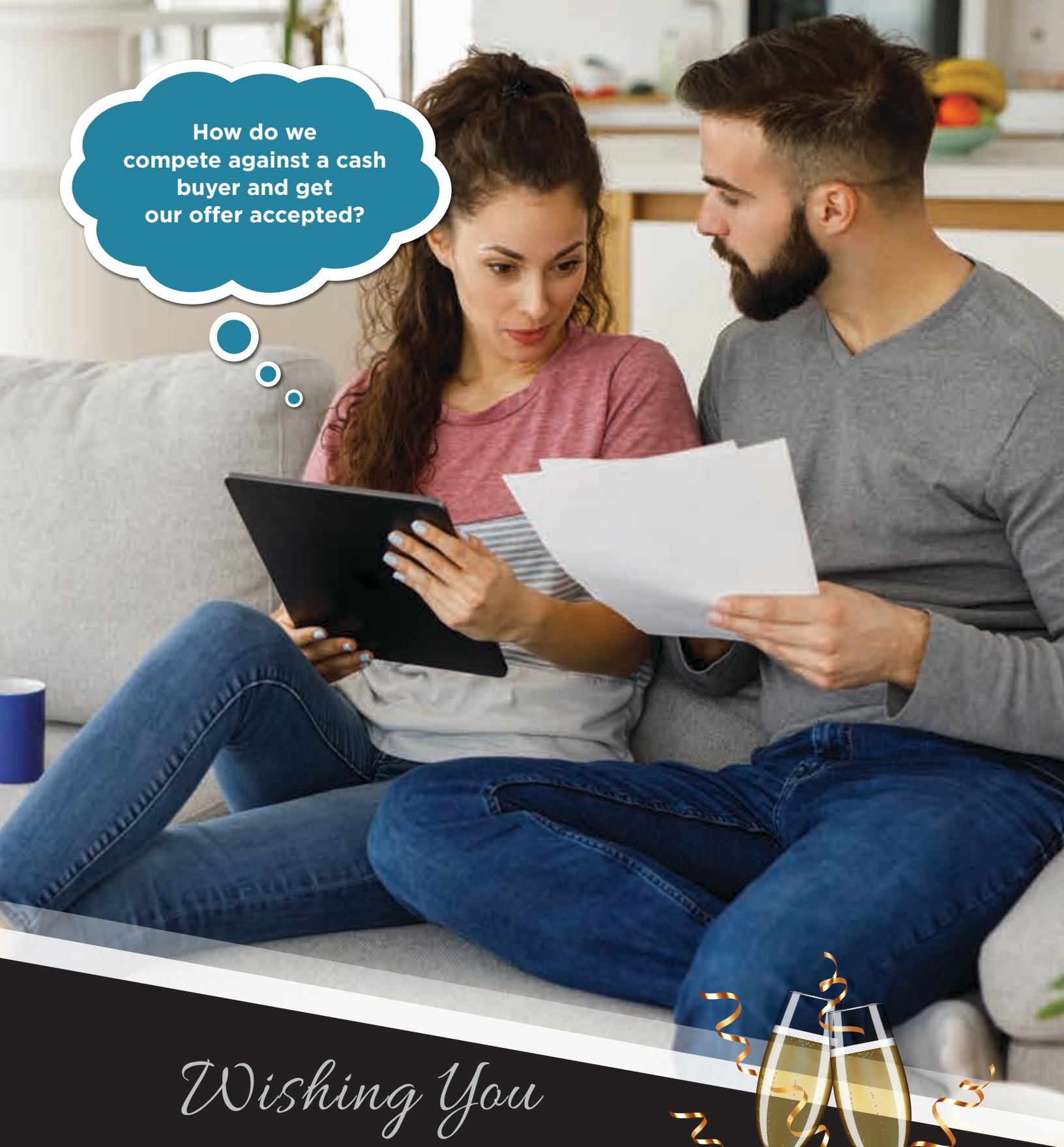
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Michele Kader

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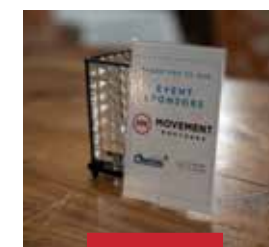
NOVEMBER 7, 2022

What an amazing holiday celebration we had at Marbella Country Club in San Juan Capistrano! This was the second year we gathered our Real Producers community at this location and, once again, we had a simply marvelous time! Thank you to all who joined us in the festivities!

A big thank-you goes to our headline sponsor, **Matt Webb, with Movement Mortgage**; our beverage sponsor, **Jeff and Tracie Kirkpatrick, with Coastal Inspection Services**; and our food sponsor, **Andrea Dean, with Straw + Clover Studio**. We couldn't have done it without you! Thank you to our wonderful photographer, **Thomas Pellicer**, and videographer, **Tyler Bowman, with Bowman Group Media**, too. We appreciate you!

Happy New Year, everyone! We look forward to seeing you all at our upcoming events in 2023!

For information on all South OC Real Producers' events, please email michele.kader@n2co.com or follow us on Facebook and Instagram.







A THANK-YOU

FROM OUR EVENT SPONSOR

MATT WEBB of Movement Mortgage

Dear Michele and the South OC Real Producers team,

What an amazing event the holiday party at Marbella Country Club on November 7th turned out to be, despite the rainy weather! It was such an honor to be able to sponsor this event with my Movement Mortgage team, celebrating the accomplishments of all the agents in the Real Producers community for South Orange County.

This platform is so beneficial and so much fun! Having the opportunity to meet, mingle with and enrich network connections with top REALTORS®, as well as other affiliate partners, is invaluable. I'm so excited for the next event and look forward to future sponsorship opportunities.

Thank you,

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Thank you, thank you, thank you!!!

Robyn W. | Realtor



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WE ALL COMMUNICATE... But Do We Really CONNECT?

By Hiram Aviles

We have all discussed it ad nauseam: “The past couple years have been so difficult.” “The last couple of years have kind of been a blur.” “We almost wrote two-plus years off due to the pandemic.” I am not discounting the difficult time it has been. But instead, I choose to chalk it up to growth.

The real estate industry paused for a short blip in April 2020, then just took off for many in May as we were all learning how to pivot, cope and adapt. Fast forward to April 2021, as we learned that we were well beyond the “oh, this pandemic will last only a couple weeks at most” mindset; we were still adjusting in a hot market.

At that time, my desire for personal and professional growth, which has always been a priority, really surfaced. My desire for growing a team and professionally growing in other areas of my real estate business was strong. It was then that I came across an opportunity to connect with the John Maxwell Team and Maxwell Leadership. I have read and studied John Maxwell, the world’s foremost leadership guru, for years. His close to five decades of teaching leadership, dozens of

bestsellers and influence around the world have resonated with me and with millions of others. I particularly became intrigued with the concept of not just communicating but really connecting.

SOME PEOPLE DON’T EVEN LIKE TO COMMUNICATE

In our industry, which is like many other service industries, there are *actually* people who think they want to get into the business yet don’t even truly like communicating with people. I have experienced this firsthand, specifically coaching a few new agents. I had one agent say, “I don’t like to really talk to people.” I am not kidding...

A new real estate agent told me that, and I immediately chuckled and said to him, “Well, you need to find a new line of work!”

This was not my only experience with someone thinking they could make it in our business while lacking a desire to connect with people. Communication is *imperative* for success in our business, yet some don’t like to talk with people.

Social media and technologies have advanced so much that we have been forced to communicate in several different ways, making it more difficult to truly connect. Connecting one on one, connecting in groups, connecting with certain people, connecting when we have good news or not-so-good news... We must not only be able to communicate but we *must* connect. John Maxwell says, “I believe that almost everything we become, and all that we accomplish in life, are the results of our interaction and connection with others. I am convinced more than ever that good communication and leadership are all about connecting.”

HOW CAN I CONNECT BETTER?

Some people are great with communication and connection. For the rest of us, we can get there, but we need to be conscious and intentional about it. Have you ever been in communication with someone, barely hearing but not truly listening, or maybe not reading their words, only thinking about how *you* look, how *you* sound, what *you* are going to say next? Connecting is all about others. We need to fight against our

naturally selfish attitude. Yes, I know, it is not easy, but it is a necessary skill for us to continue to build if we are in the people business. Only those that master this skill will succeed at connection.

We need to take the time to focus on others so that we can win at connecting with others. Connecting is never about me, but instead, it is about the person with whom I am communicating. This skill of fighting the “about me” selfishness and, instead, working on making it about others has, perhaps, never been more critical than it is today. Ego, distractions and judgment (failure to value everyone) are just a few of the obstacles. Remember, to add value to others, one must first *value* others. Be genuine, be you, and ask questions!

WHAT HAPPENS WHEN I CONNECT WITH PEOPLE?

Connecting is the ability to identify with people and relate to them in a way that increases your influence with them. So if you can connect with others — one on one, in groups, with an audience or across the kitchen table — your relationships are stronger, your sense of community improves, your ability to create teamwork increases, your influence increases and productivity skyrockets. Simply put, you can help more people. You know you are connecting when the person you are communicating with smiles, nods their head affirmatively and says “yes” more often. Isn’t that what we want? How would being a better connector impact your career, your relationships, your friendships, your client relations and your team relations?



Hiram Aviles is team leader of The Aviles Real Estate Group, selling homes across the country for about three decades exceeding \$400 million in volume, focusing on Southern California. In 2021, he ranked in the top 1% of all agents within Coldwell Banker Realty worldwide. In March 2022, Hiram became a Maxwell Leadership Certified Speaker and Trainer, which allows him to combine his real estate business with leadership, mentorship and growth. His goal is simple: to grow the real GCI — giving, connecting and inspiring. Contact Hiram at 949-439-5331 or at Hiram@AvilesRealEstate.com, and connect via social media channels on Instagram, Facebook and LinkedIn.

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PULLING TOGETHER

There is definite strength in numbers and the capabilities that open up to you in the process.

With that in mind, teams exist for a simple reason. They combine the strengths of their members to make good things happen even faster than what an individual can do.

Clearly, that's what those who work with co-founders and team leaders Christian Stubbs and Larry Bammer experience through their relationships with Stubbs & Bammer Luxury Group with First Team Real Estate.

"When we think about what we do, the parts that drive us are serving our buyers and sellers — making their lives easier — and supporting the success of our team," Christian points out.

"For me, my biggest joy is helping agents develop and reach a higher potential than what they may have thought they had and helping experienced agents go beyond their plateaus."

WORKING TO EACH OTHER'S STRENGTHS

The two team leaders work to each other's strengths, with Larry focusing on the production side and Christian homing in on the operations side.

Prior to real estate, Larry had served for many years as a police officer before retiring from the force in 2020.



Christian Stubbs



Larry Bammer



Christian Stubbs (left) and Larry Bammer (right), team leaders of Stubbs & Bammer Luxury Group

Larry has been a REALTOR® for the past 17 years, while Christian got his start in early 2019.

“We were both solo agents at the First Team Mission Viejo office. I was a new agent in the office. Larry had a lot of experience by that time and had gone to the manager to ask who he could reach out to for help,” Christian remembers.

“He was still working as a police officer at the time, but his real estate business was taking off. They pointed him to me.”

BUILDING WITH THEIR BEST

Over the next couple of months, they worked together on some deals and quickly made the decision to partner up.

Today, Christian and Larry are proud to have a team of around 30 agents, along with a support staff, as well as marketing and video professionals.

Their growing success story continues to mount. In fact, when they started their team in 2020, they recorded 74 transactions with a team of six, representing \$54 million in sales volume.

In 2021, they grew skyward, with 130 deals, representing around \$107 million in sales volume with 20 agents.

In 2022, they expect to close out the year with around the same volume with 40 agents.

LUXURY EXPERIENCE

While Christian and Larry specialize in luxury, they aren’t talking about sales pricing.

“Our number one drive is to deliver a complete luxury experience to the consumer. It’s not luxury because of a price point but because of the experience. We want our agents to feel that support and opportunity that they have with the team,” Christian emphasizes.

“We try to take as much responsibility away from agents as possible so they can focus on selling. They shouldn’t be thinking about how to design a brochure or thinking about content for social media. Our team really allows our agents to focus on their skillset ... leveraging the best use of their time to increase their business.”

FULL SPEED AHEAD

“What we’re looking to accomplish for the team is to continue to provide the same level of service to our agents, growing in size to provide even more value in the future too,” Christian says.

“What we’re looking to accomplish for the team is to continue to provide the same level of service to our agents ... growing in size to provide even more value in the future, too,” Christian says.

“We want to have an environment that really spurs growth. That’s our vision — the same, yet much larger. The bigger we get, the more value we add to our agents.”



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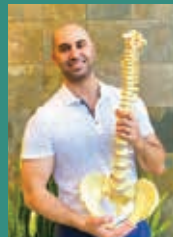
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partner spotlight

By Dave Danielson
Photos by Jenny McMasters



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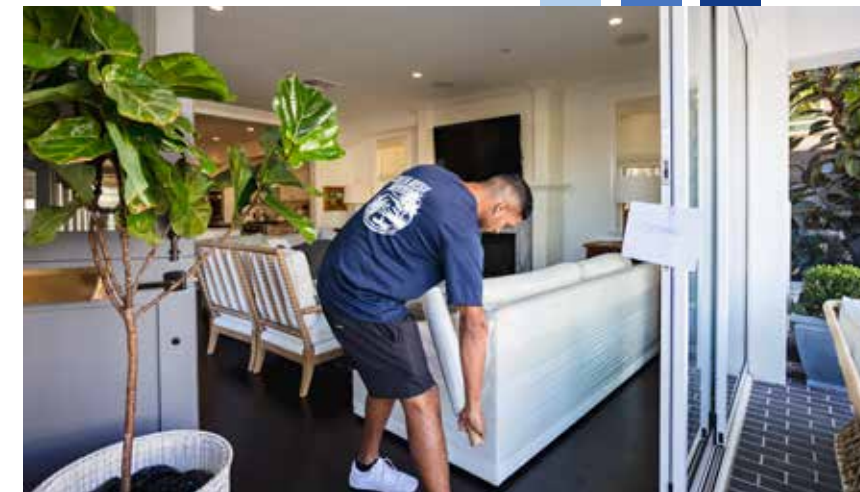
That's exactly what you get with Owner David Wilkes and Costa Mesa Moving ... a team that totally shares a hunger to provide quality and care.

That kind of drive to make a difference begins with leadership. David got his start in the business when he was in college.

"It was something that interested me at that point," David remembers. "It was an easy way to make money while going to school, and I just kept building from there."

TRUE TEAMWORK

Today, Costa Mesa Moving has a team of 20 employees. As David explains, the teamwork that he enjoys with those around him is an essential element in creating lasting success for clients, partners and the business.



"Moving is not rocket science. We just really try to hire people that have good qualities as people, as well as common sense. And then we give them the tools and incentive to do a good job," David says.

great.' That kind of appreciation makes me feel like our efforts have been validated. I love getting that type of feedback."

EASING THE WAY AHEAD

As David says, the primary drive for his team is centered on making the moving experience as painless as possible for their partners and clients.

...





IT MEANS A LOT TO ME TO SEE THE INDIVIDUAL SUCCESS STORIES OF OUR TEAM MEMBERS —
PEOPLE WHO HAVE REALLY FOUND A NICHE HERE
AND HAVE DONE A GREAT JOB.

“To be a mover, you have to have a certain skill set. You have to be technically proficient moving furniture. But you also have to deal with a lot of personalities,” David says.

“Moving can be a very stressful time. And some people are really good at handling customers who are stressed out and helping them as they make the move from one place to another in life. That can be a real asset, and we

are lucky to have people who have that skill and utilize it with our customers.”

At the end of the day, those who have had the opportunity to work with Costa Mesa Moving know that they have been alongside people who have a true sense of care for them ... and a drive to deliver a quality experience during a challenging time.

As David emphasizes, “My hope is always that people we work with say that they had a good experience with us, we had good people, and that we were easy to be around ... that we treated them and their furniture with respect and just gave them our best.”

For information, call 714-241-1673 or visit CostaMesaMoving.com.

...

“One thing we do to enable that comes upfront. We ask a lot of questions to make sure we get the right information from clients,” David says. “In turn, that helps us make sure that we have the right number of guys and supplies when we show up for moving day. We try to be very detail-oriented to make the actual move as smooth as possible.”

PRIDE IN SATISFACTION

As David talks about the business, one of his major points of pride is also seeing the growth and satisfaction that his team members experience on a day-to-day basis.

“I’m very proud of the relationships with our people here,” he says with a smile. “It means a lot to me to see the individual success stories of our team members — people who have really found a niche here and have done a great job. That’s very satisfying for me.”



CARING FOR PEOPLE

In addition to moving the tangible assets of their clients, David and his team also ensure that they are providing an extra level of care to the people involved with each project they work on.



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SOMETHING THAT
CAN TAKE ON A
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AND PERSONAL
MEANING.
YET THERE ARE
SOME COMMON
ELEMENTS.



...

They say that anything that is worthwhile doesn't come easily. As part of any great achievement, there is a blend of challenges, hurdles and moments of triumph that are in the mix.

That's something that Adam Hammodat definitely appreciates about his time in real estate.

UNLOCKING TRIUMPH

As a REALTOR® specializing in the luxury space with Keller Williams, Adam enjoys coming alongside those around him ... in turn, finding fulfillment in those moments of trial and triumph.

"I love the feeling of fulfillment that I get through this business. It's great to see people start their journeys and help them build wealth, to be part of a client's legacy through real estate, and create solid plans for them when they are buying or selling real estate. We get paid to think and add real value for them. It's very meaningful to me to have a reward for your hard work and for creating something fruitful," Adam says.

"You can work in different ways in life. When you help people buy their space and something they dream of, the sparkle in their eyes is very rewarding. It keeps me motivated."



Adam Hammodat is a top-producing Realtor with Keller Williams Realty.

“
**REAL
ESTATE**
WAS THE ANSWER
TO ALL THE
QUESTIONS I HAD.
I COULD ALWAYS
GET OUT WHAT
I PUT IN.
”

FINDING OPPORTUNITY

Adam moved to the U.S. in 2010. He brought an extensive background in sales and marketing with him. Once here, he launched the next stage of his career in insurance.

Within a year, he had risen in the ranks to branch manager.

Adam had also experienced the same record of achievement in the radio industry ... elevating his trajectory through sales. While he had achieved significant success in both insurance and radio, Adam was also ready for something more.

"I realized that there was a ceiling in both jobs that would limit my growth," he remembers.

"Real estate was the answer to all the questions I had. I could always get out what I put in. It was somewhere where I could be myself, not be pushy

and find success as a REALTOR®. I started by earning my real estate license at the end of 2015.

RECORD OF ACHIEVEMENT

Truly, Adam's record of achievement has been remarkable. In 2021, he recorded nearly \$45 million in sales volume, representing 58 transactions. In the process, he has earned a spot among the Top 100 for KW worldwide in 2021 and 2022. He also ranked among the top 1.5% nationwide in 2020 and 2021.

The passion that Adam carries with him through his real estate career is easy to see.

"I love the fact that real estate is my business and my career," he smiles.

"I love every aspect of it, and giving 100% value every step of the way ... at the same time, not missing anything along the way."



FUN FACT

Outside of work, Adam Hammodat enjoys playing the guitar. “That’s something that I had a passion for and I used to play a lot.”

...

ACTIVE PURSUITS

Away from work, Adam has a number of fun interests, including playing guitar.

“That’s something that I had a passion for, and I used to play a lot,” he recalls. “I also have a big passion for soccer and sports in general.”

PROFESSIONAL SPARK

Those who have the chance to know and work with Adam appreciate the professional spark that he brings to their journeys.

“It is always important to me to provide amazing customer service. It’s important to me that I make positive things happen for my clients as a well-connected Realtor,” Adam says.

“I’m also a pretty aggressive agent and thorough negotiator. I’m not afraid to give them my frank opinion about the homes that I tour with them. That was big to people. They appreciate the fact that I spoke up and was honest with them about my opinion.”

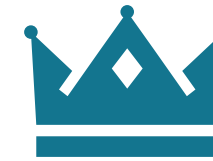
CAREER OF CONTRIBUTION

Congratulations to Adam Hammodat for creating a career of contribution.

While he helps those around him achieve their goals in real estate, he — and they — find a common bond of fulfillment and achievement that is timeless.



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