

## SPECIAL REPORT: **YOUNG GUNS** 2017

# YOUNG GUNS 2017

If the future is bright, the present is blinding. *REP* found 100 agents, all 35 years of age or younger, whose extraordinary success has established each one as a force to be reckoned with in the world of real estate

**IF YOU** are a real estate agent in a country with a population of over 30 million, there should be more than enough business to go around; yet the majority of Realtors leave the industry within two years of becoming licensed. Consistent, long-term success is the goal, but it eludes almost everyone.

That's what makes this year's crop of Young Guns such a special group. These 100 agents, all 35 years of age or younger, have each already moved more real estate than most agents manage to sell in an entire career. It is a stunning accomplishment – a testament to hard work, innovation and self-improvement – one that becomes even more striking when one considers

that some of these agents have only been selling for three or four years, while others are putting up enviable numbers in small or correcting markets.

Faced with this bounty of talented youth, it's tempting to fantasize about the future of the industry. But the future is just a concept. The present, like the thousands of homes these agents have already helped sell to the right clients, is real. These are the agents of now, some of today's best, and regardless of what happens to them, their businesses or the industry in the coming years, they deserve our praise.

Congratulations, Young Guns of 2017. Keep up the excellent work.

### SPONSOR PROFILE



RE/MAX Infinite is a thriving, diverse brokerage growing in numbers year after year. We adhere to the premise that our agents are our clients. We are committed to ensuring that they receive consistent, excellent service and support at every level, from our broker of record, Levon Nazarian, who makes himself available to all agents whenever they have a question or require help with their deals, to a top-notch administrative staff that are among the best in the business – knowledgeable, friendly and always willing to go above and beyond to assist our agents with all of their business needs.

The RE/MAX Infinite team is family. We have developed a strong sense of community and we are very proud of the dedicated, supportive and selfless environment within our brokerage.

We aim to improve our business with the latest tools and technologies available, with a strong emphasis on continuing education and awareness. Weekly meetings to discuss the latest developments in the industry, as well as technical tutorials and occasional guest speakers, serve to equip not only new agents but seasoned, top producers with everything they need to develop and grow their business.

We are currently in the process of opening a new 20,000sqft facility in York Region that will incorporate many essential services. We believe that the new office will transform the way that our agents conduct their business and will allow for more well-rounded service for all of our clients.

## 2017 YOUNG GUNS

LAST NAME	FIRST NAME	BROKERAGE	LOCATION	PAGE
Abromaitis	Troy	Bucci Property Group	Vancouver, BC	38
Ackerman	Shayla	Royal LePage Regina Realty	Regina, SK	44
Assad	Amy	Royal LePage Heritage	Westmount, QC	—
Bachman	Max	Century 21 Bachman and Associates	Winnipeg, MB	40
Ballam	Ally	Royal LePage Sterling Realty	Port Moody, BC	—
Barnos	Ricardo	RE/MAX Plus-City Team	Toronto, ON	—
Barry	Kevin	StreetCity Realty	London, ON	32
Basden	Johnatan	Royal LePage Real Estate Professionals	Vaughan, ON	53
Benedict	Johnathon	Royal LePage Atlantic	Halifax, NS	46
Bien	Trung	RE/MAX Real Estate (Central)	Calgary, AB	27
Boschman	James	Royal LePage Prime Real Estate	Winnipeg, MB	53
Bradbury	Melissa	Engel & Volkers Collingwood Muskoka Brokerage	Bracebridge, ON	40
Brown	Anthony	Royal LePage Atlantic	Halifax, NS	28
Chait	Josh	Sutton Group Admiral Realty	Toronto, ON	50
Charlebois	Ian	RE/MAX Citywide Realty	Rockland, ON	—
Chetha	Ron	RE/MAX Real Estate Centre	Mississauga, ON	47
Chin	Andre	Keller Williams Golden Triangle Realty	Kitchener-Waterloo, ON	22
Chisvin	Joshua	Chisvin and Gordon Real Estate	Toronto, ON	—
Conlon	Joseph	Royal LePage Binder Real Estate	Windsor, ON	32
Cook	Ashley	Royal LePage Atlantic	Moncton, NB	—
Coronado	Emilio	RE/MAX Jazz	Oshawa, ON	50
Crowell	Colin	RE/MAX Banner Real Estate	Middleton, NS	24
DeGrote	Adam	RE/MAX Twin City Realty	Brantford, ON	43
Dhawan	Amit	Century 21 Atria Realty	Toronto, ON	23
Digalakis	Nicole	RE/MAX All-Stars Realty	Toronto, ON	42
Dinani	Adil	Royal LePage West Real Estate Services	Burnaby, BC	48
Doucet	Jonathan	Royal LePage Vallee de l'Outaouais	Gatineau, QC	26
Evers	Jake	Century 21 Professional Group	Brantford, ON	23
El Attar	Tarek	RE/MAX Core Realty	Ottawa, ON	43
Finley	Royce	Royal LePage Triland Realty	Winnipeg, MB	27
Gibson	Kevin	RE/MAX Niagara Realty	Niagara Falls, ON	42
Goddard	Curtis	RE/MAX Chay Realty	Barrie, ON	—
Gonzalez	Joe	Century 21 Today Realty	Fonthill, ON	52
Grant	Bryan	RE/MAX Garden City Realty	St Catharines, ON	47
Grocholsky	Michael	Royal LePage Niagara Real Estate	Welland, ON	48
Grundy	Danielle	Century 21 Assurance Realty	Kelowna, BC	43
Haboosheh	Dave	Coldwell Banker Realty	Vancouver, BC	—
Ham	Jeff	Royal LePage Meadowtowne Realty	Mississauga, ON	36
Hogeterp	Chuck	RE/MAX Escarpment Realty	Stoney Creek, ON	39
Hollett	Nevin	Royal LePage Atlantic Homestead	St. John's, NL	—
Johal	Tony	RE/MAX Inspired Living Realty	Kitchener-Waterloo, ON	38
Jolicœur	Serge	Century 21 Gold Key Realty	Steinbach, MB	39
Kalke	Sara	RE/MAX River City	Edmonton, AB	46
Kaplun	Eugene	RE/MAX Infinite	York, ON	25
Kennedy	Stephanie	Royal LePage Real Estate Services	Oakville, ON	49
Kitchen	Jeff	RE/MAX Professionals Saint John	Saint John, NB	24
Kovnich	Nada	RE/MAX Cornwall Realty	Cornwall, ON	36
Kumarasamy	Anuja	RE/MAX Realtron Realty	Toronto, ON	44
Kurt	David	Coldwell Banker Charles Marsh Real Estate	Sudbury, ON	51
Laidler	Bill	RE/MAX Sabre Realty	Port Coquitlam, BC	32

LAST NAME	FIRST NAME	BROKERAGE	LOCATION	PAGE
Langille	Darren	Redline Real Estate	Calgary, AB	28
LeBlanc	Jeff	Century 21 Bamber Realty	Calgary, AB	—
Lee	Matt	Royal LePage ProAlliance Realty	Kingston, ON	28
McGuire	Natalie	Royal LePage Team Realty	Manotick, ON	50
Medve	Tasha	Royal LePage Coast Capital Realty	Victoria, BC	34
Metallo	Frank	RE/MAX Premier	Woodbridge, ON	—
Mezini	Eugene	Royal LePage Real Estate Professionals	Toronto, ON	26
Mills	Adam	Royal LePage Team Realty	Ottawa, ON	33
Moghadam	Iman	RE/MAX Masters Realty	North Vancouver, BC	33
Moore	Rob	RE/MAX Realty Specialists	St. John's, NL	30
Mortimer	Catherine	Harvey Kalles Real Estate	Toronto, ON	30
Nijjar	Ranjit	RE/MAX Realty Specialists	Brampton, ON	23
Odland	Jeremy	Royal LePage Triland Realty	London, ON	34
Olsen	Chase	RE/MAX First Realty	Calgary, AB	—
Padfield	Adam	Century 21 Heritage House	Kitchener, ON	38
Parent	Sebastien	Royal LePage Haut-Richelieu	Saint-Jean-sur-Richelieu, QC	46
Pobojewski	Thomas	Royal LePage Signature Realty	Mississauga, ON	42
Polsinello	Brandon	RE/MAX Realtron Polsinello Realty	Newmarket, ON	39
Reid	Lindsay	Royal LePage Triland Community Realty	London, ON	30
Rostek	Jacqui	Sutton Group Professional Realty	Halifax, NS	22
Russell	Andrew	RE/MAX Real Estate Central	Red Deer, AB	33
Sangha	Sunny	Century 21 Coastal Realty	Surrey, BC	36
Scheele	Kristen	Royal LePage Triland Realty	Elgin County, ON	36
Schreder	Jamie	Royal LePage Wolstencroft Realty	Langley, BC	47
Sereda	Chris	Royal LePage Network Realty	Red Deer, AB	47
Seroff	Aryom	Rennie and Associates Realty	Vancouver, BC	50
Singh	Curtis	RE/MAX Central	Edmonton, AB	26
Skaff	Eli	RE/MAX Core Realty	Ottawa, ON	44
Smith	Yuri	Grassroots Realty Group	Grande Prairie, AB	24
Soatto	Michael	Century 21 BJ Roth Realty	Barrie, ON	35
Spilkin	Jeremy	Century 21 Elite and Capital	Hull, QC	40
St. Jean	Michael	St. Jean Realty	Ancaster, ON	26
Stewart	Daniel	Century 21 Groupe Opt/Immo	Saint-Sauveur, QC	28
Storey	Tom	Royal LePage Signature Realty	Toronto, ON	41
Sutton	Jordan	Sutton Group West Coast Realty	Coquitlam, BC	29
Tanner	Brian	Century 21 Leading Edge	Markham, ON	—
Thrasher	Brady	RE/MAX Preferred Realty	Amherstberg, ON	—
Tonkinson	Spencer	RE/MAX Realty Innovations	Calgary, AB	—
Tran	Kim	RE/MAX Hallmark Realty Group	Ottawa, ON	24
Turner	Ashley	Century 21 Fusion	Saskatoon, SK	48
Urban	Ryan	Royal LePage Burloak Real Estate	Burlington, ON	30
Vallee	Francis	Royal LePage Vallee de l'Outaouais	Gatineau, QC	45
Vanderkuip	Karl	RE/MAX Garden City Realty	St Catharines	—
Waters	Saira	Royal LePage Coast Capital Realty	Victoria, BC	34
Weiss	Brandon	Harvey Kalles Real Estate	Toronto, ON	52
Westrheim	Amanda	Century 21 Assurance Realty	Kelowna, BC	22
Yates	Jessica	Century 21 United Realty	Peterborough, ON	27
Zdrill	Jeremy	Royal LePage Prime Real Estate	Winnipeg	—
Zhang	Tony	RE/MAX Garden City Explore Realty	St Catharines, ON	—
Zia	Mustafa	RE/MAX Real Estate Centre	Mississauga, ON	46

SPECIAL REPORT: **YOUNG GUNS 2017****AMANDA WESTRHEIM**

Century 21 Assurance Realty

KELOWNA, BC

Age: 31

Amanda Westrheim has had plenty to celebrate in 2017. June marked her sixth year as an agent, one in which she was named Century 21's Sales Associate of the Year. But Westrheim says the success and recognition come at a price.

"It's gruelling," she says. "If you don't respond to that lead or inquiry in 20 minutes, it's gone. Relationships suffer because you're a slave to the business – but I love it!"

Westrheim's passion for the industry is rivaled only by her love for Kelowna, an emotion that plays a significant role in the service she provides her clients. Her modern, environmentally conscious approach to real estate ensures her buyers wind up in the ideal property in one of Canada's most idyllic communities.

**ANDRE CHIN**

Keller Williams Golden Triangle Realty

KITCHENER-WATERLOO, ON

Age: 34

Andre Chin's love for sales and his passion for helping his clients have brought him to the top of a scorching Kitchener-Waterloo market. Chin's Keller Williams team was recently named one of the company's 20 best, which he credits to "hiring the right people, growing our team and focusing on our customer service. Our business has stabilized and our clients know they can trust us."

Chin sees the Kitchener market becoming more balanced in the next 12 months. He says principled agents will be the ones who excel when competition tightens up.

"Always do the right thing, even if it means taking the hit. Integrity and character are all we have in this business – and customers only remember the horror stories."

**JACQUI ROSTEK**

Sutton Group Professional Realty

HALIFAX, NS

Age: 31

When Jacqui Rostek first became an agent, the Halifax market was in a tailspin. Five years later, with her two-agent team dominating the Halifax suburb of Bedford, she is one of the top-producing young agents in all of Atlantic Canada.

"I knew when I started that I was not as experienced or knowledgeable compared with other agents," Rostek says, "so I felt I needed to make myself a value to each buyer and seller." Faced with a continually sluggish market, defining that value has been critical to her ongoing success. Rostek has become known for her creativity and willingness to experiment with new approaches. "My job is not done until the deal is done," she says.





**JAKE EIVERS**  
Century 21 Professional Group

BRANTFORD, ON  
Age: 30

With all the sacrifice and stress that comes along with being an agent, Jake Eivers says agents looking to remain successful year after year need to work on themselves as much as they work on their businesses.

"I've always said that, as an agent, you get paid to work on yourself, meaning the healthier I am in body and mind, the better I perform. So staying on top of my health and working at it translates into my job performance and has made me ready for the complexities of this career."

Those efforts are clearly paying off. Having recently turned 30, Eivers is already a member of Century 21's illustrious Centurion Club.

"Before, I thought that would be impossible. But having done it, I feel it's a benchmark that I won't go below."



**AMIT DHAWAN**  
Century 21 Atria Realty

TORONTO, ON  
Age: 34

Eight years into his career as a Realtor, Amit Dhawan is still as energetic as he was on Day One.

"Sitting behind a desk all day isn't an option for me," Dhawan says. "I like to be out and about in my city with my clients all day long."

As Toronto's wild market begins to enter a period of uncertainty, Dhawan remains dedicated to an approach based on transparency and warmth. "I genuinely care about my clients," he says. "I fight for them, treat them like family and always tell them the truth – even if it's not what they want to hear."

Dhawan says the satisfaction of two important non-clients is a major factor in how he conducts his business. "My biggest accomplishment has been making my parents proud of my hard work and success. It's the fuel that keeps me going every day."



**RANJIT NIJJAR**  
RE/MAX Realty Specialists

BRAMPTON, ON  
Age: 33

At 33, Ranjit Nijjar has already spent 11 years in the industry. In that time, he has been a top producer for both HomeLife Winners Realty and RE/MAX Realty Specialists, where he earned the coveted RE/MAX Lifetime Achievement Award in 2017 after only five years with the company. He has been one of the top five individual Realtors in the white-hot Brampton market since 2009.

Nijjar says hiring a dedicated buyer's agent and a full-time assistant greatly improved his business in the last year, allowing him to concentrate on lead generation and market expertise.

"Focus on one thing, be consistent with it and you will get great results," he says.

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**JEFF KITCHEN**  
RE/MAX Professionals Saint John

SAINT JOHN, NB  
Age: 32

Jeff Kitchen is a big-picture Realtor. His background in construction and contracting management allows him to fully evaluate the guts of a property, and his knowledge of his clients' lifestyles helps him to consistently place them in the ideal home.

"Location is the only thing you cannot change about a property," Kitchen says, "so I work hard at getting to know clients' living and family patterns so I can ensure they'll truly enjoy the liveability aspect. For me, success is matching a client's lifestyle with a property and seeing them grow within it."

Buyers looking to make changes to their new homes regularly turn to the construction arm of

Kitchen's business, Vantage Build. This unique one-stop-shop experience ensures clients get the home they want at the same exceptional level of service they've come to expect from Kitchen's RE/MAX Professionals team.



**KIM TRAN**  
RE/MAX Hallmark Realty Group

OTTAWA, ON  
Age: 33

Currently celebrating her first decade in the industry, Ottawa's Kim Tran is one of many Young Guns who are balancing client care with the management of a freshly established team.

"It has been a goal of mine from the beginning to be the leader of a boutique team," she says. "Watching them grow as individuals and Realtors has made me extremely proud."

To shape a team that will become a first option for consumers in an active Ottawa market, Tran ensures that her agents are constantly educating themselves.

"We attend different conferences year round and are always looking for advice from other successful teams. I believe it is important to be consistently challenging yourself with new ideas."



**YURI SMITH**  
Grassroots Realty Group

GRANDE PRAIRIE, AB  
Age: 32

Just five years in the business, Yuri Smith is now the owner of his own independent brokerage, Grassroots Realty Group, which he established earlier this year after building a rock solid reputation as an agent with Fuse Realty. Smith made a name for himself in the Grande Prairie market by being the first agent to leverage Matterport 3D, and his staging strategies have transformed how competing agents in the region conduct their showings. Smith's innovative approach won him the Grande Prairie Chamber of Commerce Business Excellence Award for Marketing in 2016.

"For me," Smith says, "I am always asking the questions, 'How can we do it differently? How can we make it cooler? How can we do it better?'"



**COLIN CROWELL**  
RE/MAX Banner Real Estate

MIDDLETON, NS  
Age: 35

2016 was a momentous year for Colin Crowell – he made the leap from salesperson to broker and from agent to owner, a dream he had nurtured since first becoming an agent in 2011. Crowell's rapid rise has been exhilarating, but not without its costs.

"I was expecting a little more personal freedom, to be honest," he says. "I learned that I need to work smarter, not harder, and set aside more time for personal development."

For Crowell, working smarter has involved hiring a personal assistant and leveraging new technologies. Crowell was among the first agents in the Middleton market to use a drone

or do video walkthroughs. He says technological prowess will be a major factor in the future of any successful brokerage.

"I foresee technological competition heating up even more. Those brokerages with the best marketing, CRM and back-office systems will win in the long run."



## EUGENE KAPLUN

RE/MAX Infinite

TORONTO, ON

Age: 30

"Although there are many keys to success that cannot be overlooked, every successful Realtor has their own individual style of doing business," says RE/MAX Infinite's Eugene Kaplun. "I believe my key was to come up with unconventional approaches and explore new areas in business as opposed to taking the same route all the time. My clients choose me for that specific reason, to bring them solutions that they themselves cannot come up with."

Kaplun's innovative thinking over the past 10 years has made him one of the top agents at RE/MAX Infinite. He has led the company's number one team for three consecutive years.

"My biggest accomplishment so far was choosing the right people for my team and being able to advance to the next level, each and every year," Kaplun says.

But Kaplun would be the first to admit that not every day in the industry is a cake walk. Having started his career as a Realtor when he was only 20, Kaplun has done what every good agent has to do: learn from his mistakes.

"One of my biggest lessons was recognizing the importance of failure as a natural iteration of success," he says. "That, and being able to navigate unpredictable environments."

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## **JONATHAN DOUCET**

Royal LePage Vallee de L'Outaouais

GATINEAU, QC

Age: 35

Real estate is a family affair for Jonathan Doucet. Inspired by his father's success as an agent, Doucet himself became licensed in 2005. He now works alongside his brother, Mathieu, at one of the most successful Royal LePage franchises in Quebec.

"My proudest moment is seeing my younger brother Mathieu succeed as much as I do, becoming one of the best Realtors and advisors I know," Doucet says. "I am very lucky to work with my family members."

But a successful real estate business requires more than just family support. Doucet says perseverance has taken him a long way.

"Some transactions are harder than others for different reasons, but when you put feelings aside, you always find a way to make it work."



## **CURTIS SINGH**

RE/MAX Central

EDMONTON, AB

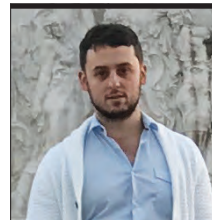
Age: 34

For someone drawn into real estate because his brother could get him a job, Curtis Singh has made a colossal impact for RE/MAX Central, regularly selling over 100 properties a year in an Edmonton market that has seen better days.

"Never in my wildest dreams did I think I would be where I am today," he says.

While Singh is currently at the height of his powers, his path to success was by no means a straight one. He says risk and failure are two concepts any agent should be comfortable with if they are to eventually rise to the top.

"Failure each and every day is a huge key to success. And when things are bad, it allows me to learn and get better. Every step of the way is a benefit."



## **EUGENE MEZINI**

Royal LePage Real Estate Professionals

TORONTO, ON

Age: 27

Eugene Mezini makes no bones about what drew him to real estate.

"Money. Most millionaires in the world have made their money in real estate and I wanted to be where the money is," he says. "My expectation when joining the business was to do one deal per month. In reality, even in my first year I was able to close 50 deals. Seven years later I'm hitting sales numbers of 25 deals per month."

That drive for wealth inspired Mezini to become an expert in a single niche market, pre-construction sales, the demand for which in Toronto shows no sign of letting up.

"I don't try to service everyone I come in contact with. I only sell what I know really well. Having 100% focus on my core business works in my clients' interest and ultimately builds my success."

## **MICHAEL ST. JEAN**

St. Jean Realty

ANCASTER, ON

Age: 32

Michael St. Jean led his Hamilton-based team through a ridiculously successful 2016 in which they sold just under 300 properties. By the end of May 2017, they had already topped last year's total. Part of that success has to do with a runaway Hamilton market, part of it has to do with partnering with developers; but the primary reason for St. Jean's ascension is dedication.

"My entire life revolves around real estate," he says. "It's all I've ever known. I never considered another career."

Even though the Hamilton market has quickly transformed into one of the GTA's most active, St. Jean knows there is a lot of work left before his hometown's reputation has been completely rehabilitated.

"As we continue our mission to revitalize our city, my view is that the Hamilton region will continue to grow exponentially over the next 12 months."







## **TRUNG BIEN**

**RE/MAX Real Estate (Central)**

CALGARY, AB

Age: 33

Trung Bien came to real estate as an investor in 2006, when he purchased his first rental property. But as the Calgary market entered its rather brutal correction in 2015, Bien transitioned to selling real estate rather than renting it out.

"Having previous real estate investing experience where I had my fair share of ups and downs has helped exponentially," he says. "Wanting to help clients with their objectives gave me the drive to ensure their interests were placed as the number one priority."

As a relatively new agent, Bien is quickly learning the value of systems and of breaking large goals into smaller action items. "That's likely the largest contributor to my growth," he says. "It keeps me focused on the highest value tasks, servicing the current client and prospecting for the next one."



## **ROYCE FINLEY**

**Royal LePage Triland Realty**

WINNIPEG, MB

Age: 31

Now in his third year as an agent, Royce Finley is comfortably on his way to a long and fruitful career. But reaching that point required a fair amount of sacrifice.

"A lot of Realtors coming out of the gate are spending lots of money on personal marketing and not getting paid for 4–6 months," he says. "I didn't let this stop me from doing what I thought was the right thing and not letting debt stop a service that I thought was important."

Finley's expanding business inspired him to hire an assistant after only 11 months in the business, a move he hopes will help him provide better service and keep an eye on emerging trends and new technologies: "Bus benches are old news," he says.



## **JESSICA YATES**

**Century 21 United Realty**

PETERBOROUGH, ON

Age: 29

Prior to becoming a licensed agent in 2015, Jessica Yates had no illusions about what a life in real estate would entail. "I certainly knew this was not an easy venture," she says, "but in this business you get out what you are willing to put in, and because of that I knew that I would succeed."

Despite her early success – Yates was a Centurion Award winner in her first full year as a Realtor – Yates is now having to navigate a Peterborough market that is experiencing the same sudden slowdown that has gripped the GTA.

"It isn't for everyone," she says of the market's mercurial nature, "but I certainly am good with adapting to the ups and downs. A crystal ball sure would be helpful though!"



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## **DARREN LANGILLE** Redline Real Estate

CALGARY, AB  
Age: 35

As one of the elder statesmen of this year's crop of Young Guns, Darren Langille can look back on his early days in the industry and appraise his early performance through the lens of his more recent success.

"I was a little naive about the business side of real estate. I assumed deals would just come rolling in, but then I found out really quickly a shift was needed to turn from casual agent to true business person."

In addition to his own evolution as an agent, Langille, as the CEO of Redline Real Estate, is also committed to the constant improvement of the high-value real estate company he co-founded.

"When you make the daily movements forward and you do it day in day out, you can look back on your year, the quarter, the month and always know you've moved your proverbial needle," he says.

## **DANIEL STEWART** Century 21 Groupe Opt/immo

SAINT-SAVEUR, QC  
Age: 34

One of Century 21's most dependable young agents, Daniel Stewart recently decided to follow the team route being used by many of our Young Guns. The new approach has already allowed Stewart to achieve a new level of success, with even better days on the horizon.

"It is still new for us, so we are going through a bit of trial and error to see what we should and shouldn't do," Stewart says. "I want to continue to grow our team and get a bit more organized."

As Stewart guides his team through their growing pains, he continues to provide his clients with top-notch advice, much of it seasoned by his time spent in construction and as a successful real estate investor.

"I still look for purchase opportunities, but I prefer helping my clients find deals," he says.



## **MATT LEE** Royal LePage ProAlliance Realty

KINGSTON, ON  
Age: 33

For Matt Lee, success in real estate can be as simple as four little words: let me double check.

"There is nothing worse than answering a question you are not 100% positive about," Lee says. "Don't feel that you need to know everything that second. It's always better to ask the professionals – the plumbers, electricians, etc – who deal with these specific issues every day."

Lee says his increasing success in the Kingston market has been largely due to reimagining his approach to the business and focusing on becoming more organized.

"Up until a few years ago I was what they called a chaos agent. The highs were great but the crashes were very hard. I started a course called Peak Producers and did a 180 in my business."



## **ANTHONY BROWN** Royal LePage Atlantic

HALIFAX, NS  
Age: 33

Like a number of this year's Young Guns, Anthony Brown first became enamoured with real estate through the purchase of an investment property. His agent at the time convinced Brown that the industry just might be for him.

"My experiences in real estate have been fantastic so far," Brown says. "It is exactly what I had hoped for and expected."

Brown's positivity is doubly impressive considering the challenges he faced at the outset of his career. Paralyzed in 2009, Brown spent his first year as an agent without a driver's licence, spending hours on Halifax buses in order to meet with his clients. A few short years later, he was on stage at a real estate summit – at Disneyland, no less – sharing his story with hundreds of fellow agents.



## **JORDON SUTTON**

**Sutton Group West Coast Realty**

COQUITLAM, BC

Age: 26

At the outset of 2016, Jordon Sutton set a goal for himself that would be ambitious for an agent twice his age: sell a home every week for the entire year.

"Every day, I would keep that goal in mind and constantly strive towards achieving it," he says. By the end of the year, having hit his target, Sutton says he realized "that if you put all of your effort into something, there is no goal too big to accomplish."

That lesson in dedication helped cement Sutton's reputation as one of Coquitlam's brightest young Realtors. His social media savvy, marketing plans and unique client outreach activities – patio appetizers, anyone? – have made him increasingly popular with buyers and sellers alike.

"I have been very fortunate to have developed a fantastic network of clients over the years, many of which I have done multiple deals with," Sutton says. "From first-time home buyers to investors, it's been such a pleasure to help my clients succeed in their sales and purchases."

Sutton says that in order to earn the trust of clients, it is not enough for a Realtor to provide great service. An agent needs to demonstrate to clients that he or she is deeply invested in every aspect of every transaction, from researching and breaking down market activity to helping buyers maintain their properties long after taking possession.

"I knew this was a difficult industry and one that required endless hours, but I have also found this career to be full of surprises, amazing people and never a dull moment."



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## LINDSAY REID

Royal LePage Triland Community Realty

LONDON, ON

Age: 32

After six years in the business, Lindsay Reid recently expanded her business by partnering with two close friends and opening her own office. The team's combined efforts have helped Reid solidify her reputation for honesty and impeccable service in a busy London market.

"I don't think caring about the dollar will make you successful," Reid says. "It's how you help your clients that truly makes you successful."

But Reid is quick to point out that building relationships with other agents can be just as significant as relationships built with clients.

"Having great relationships with other agents can sometimes allow you to get deals together for clients that only you could get for them."



## CATHERINE MORTIMER

Royal LePage Triland  
Harvey Kalles Real Estate

TORONTO, ON

Age: 31

Described lovingly by her clients as a "bulldog in a bunny suit," Catherine Mortimer has made the most of her first four years selling real estate. By the beginning of summer, she had already surpassed her sales totals for all of 2016, an accomplishment that speaks to her natural sales prowess, love for her job and willingness to listen to those who came before her.

"I truly believe that surrounding yourself with strong individuals will benefit you in all ways," she says. "Partnering with a hugely motivating and inspiring woman [fellow Harvey Kalles superstar Ronit Barzilay] has been a great decision." Mortimer credits the sales plan she devised with Barzilay for her rapid development as an agent, which she describes as "both motivating and humbling."



## RYAN URBAN

Royal LePage  
Burloak Real Estate

BURLINGTON, ON

Age: 35

As part of one of the Golden Horseshoe's highest-rated real estate teams, Ryan Urban brings his considerable experiences as a property investor to each transaction, making his clients' net value and future purchases the ultimate goal – a considerable advantage in the land of income properties.

"In this market," Urban says, "we're leading the way by providing our clients the latest info at the neighborhood level, because it's not enough to go by national data or the media. Making the best decisions and understanding the market is crucial."

While most agents talk about putting themselves in their clients' shoes, Urban has been able to turn the old cliché into action – and success.



## ROB MOORE

RE/MAX Realty Specialists

ST. JOHN'S, NL

Age: 34

When Rob Moore broke into the industry five years ago, his goal was to sell 15 homes a year. That goal was immediately blown to bits. Moore now sells close to 150 properties a year.

Insight into the goals, emotions and mindset of his clients has helped Moore immensely. He says determining these things is simply a matter of asking the right questions. "Knowing what information I need to obtain in order to benefit my clients the most is important to providing the best service."

Moore, one of the keynote speakers at EXIT Realty's annual convention in Nashville in 2015, is anticipating a more

balanced St. John's market over the next several months, which should give him ample opportunity to demonstrate his deep local knowledge.

"The market is always changing," he says, "so you should always be up to date on information. Don't test the market."

SPECIAL REPORT: **YOUNG GUNS 2017**

**BILL LAIDLER**  
RE/MAX Sabre Realty

PORT COQUITLAM, BC  
Age: 29

Only 29, Bill Laidler is already one of the top producers for all of RE/MAX of Western Canada. He credits his staggeringly quick rise to discipline and a strict daily routine, which he has maintained for the four years he has been an agent.

"I wake up at 5:15, get to the gym at 6:00 and I'm at the office at 7:15. I practise scripts until 8:00 and prospect until noon. It ensures that my business pipeline is always full," he says.

As both consumer knowledge and the Greater Vancouver market continue to evolve, agents like Laidler will need to demonstrate their value by developing sharper negotiating skills and comprehensive pricing knowledge, which Laidler says can be accomplished through specialization.

"Continuing to focus on a hyper local market ensures I have the best and most up-to-date information."



**JOSEPH CONLON**  
Royal LePage Binder Real Estate

WINDSOR, ON  
Age: 27

Five years ago, Joe Conlon was your typical Windsor 22 year old, driving to a minimum-wage job in a beaten up van. He is now the second ranked agent in a company of more than 150 sales reps.

"I thought, if I could sell a cellphone I could sell a house. It's just a different product," he says. "Once I got into the business I learned that wasn't the case. It took me more than six months to get my first sale."

Since that first sale, Conlon says the most important lesson he has learned is about the value of relationship building, which eventually became the basis of his slogan, "Your Realtor For Life." Strengthening customer relations has led to a number of Royal LePage sales awards,

including the President's Gold, Director's Platinum and Diamond Awards.

"You have to care," Conlon says.



**KEVIN BARRY**  
StreetCity Realty

LONDON, ON  
Age: 32

"Ask Kevin – he'll know," is a common phrase amongst buyers, sellers and fellow Realtors looking for the inside scoop on the London, Ontario market. The Kevin in question is Kevin Barry, who has made his name over the last decade with his encyclopedic knowledge of the city's neighbourhoods, new developments and investment opportunities. Barry's insight has been a blessing for clients looking to get involved in what has become an intense local market.

By leveraging innovative, customer-first communication strategies and constantly prospecting for new business, Barry has increased his sales and overall income in each year of his career. While business is booming,

Barry has continued to make time for extensive volunteer work, including serving as President/Board Chair for Meals on Wheels London for 2015–16.

"Value the relationship," he says, "not the transaction."





## ADAM MILLS

Royal LePage Team Realty

OTTAWA, ON

Age: 34

When asked what has made his Royal LePage team so successful, Adam Mills lists two key factors: systems and, most importantly, consistency.

"Without consistency you will never generate strong results," he says. "We're at a point now where past clients know when I will be contacting them to invite them to certain events, popping by their homes or simply calling to check in. With that level of consistency, you stay top of mind, and being top of mind equals referrals."

With business in Ottawa booming, Mills has ample opportunity to celebrate his colleagues' success, something he says agents need to do more of.

"Most top producers tend to hit a goal and then immediately set a new, higher one. That's important, but we need to remember to stop and celebrate our successes with those who worked with us to achieve them."



## IMAN MOGHADAM

RE/MAX Masters Realty

NORTH VANCOUVER, BC

Age: 33

After 10 years in the industry, the dynamism and unique challenges that first attracted Iman Moghadam to real estate are still the reason he gets out of bed in the morning. But a lot has changed in that time. Vancouver's market explosion provided agents like Moghadam a trial by fire, and his expert navigation of a radically changing landscape allowed him to expand his business. Moghadam opened his private RE/MAX Masters office in the country's most lucrative condo market three years ago, leading to tremendous increases in sales each year.

With a new NDP government in office in BC, Moghadam is preparing for further market shake-ups.

"If there is a temporary slowdown due to a new policy, it could create a window of opportunity for our savvy purchasers while the market is absorbing the shock, and we'll look to seize that opportunity."



## ANDREW RUSSELL

RE/MAX Real Estate Central

RED DEER, AB

Age: 31

Andrew Russell was a mere 20 years old when he became a real estate agent. Young and in need of a mentor, Russell availed himself of the expertise of a Realtor with 27 years of experience – his father.

"The mentorship I received from my father took me to a high level of success early in my career as I was able to avoid mistakes and pitfalls that most new agents make," Russell says. All new or struggling agents need to find a successful agent in their office that they can learn and grow from, somebody they can mimic to build their own successful business."

Russell knows the Red Deer market, and its rising inventory and decreasing demand, intimately. He foresees a potentially difficult few years ahead, but he's looking forward to the challenge.

"Many agents want to avoid dealing with problems in tougher markets," he says, "but successful agents see problems as great opportunities."

SPECIAL REPORT: **YOUNG GUNS 2017**

**TASHA MEDVE**  
Royal LePage Coast Capital Realty

VICTORIA, BC

Age: 29

The other half of the dynamic duo behind the Modern Real Estate Team (which she founded with fellow Young Gun Saira Waters), Tasha Medve brought a diverse background in marketing, broadcasting and event planning to real estate in 2013. Since then, she has helped her Royal LePage franchise earn the company's Director's Platinum Award and was named one of Vancouver Island's Top 100 Under 40 for her business and community achievements.

Emotions run high in a market as hot as Victoria's. Medve has learned that successful agents must fight the urge to conflate themselves with the advice they give their clients.

"We can't take things personally," she says. "We are giving our clients advice and presenting options, but in the end they are making the decision."

**JEREMY ODLAND**  
Royal LePage Triland Realty

LONDON, ON

Age: 33

Jeremy Odland arrived in London from Calgary with few friends and even fewer contacts.

"I could count the people I knew on one hand, but I had a passion for real estate so I decided to ignore everyone's advice and dive in head first," he says. "I had to grind for the first few years but trusted the process." Odland is now part of Royal LePage's upper echelon, having received the company's Diamond Sales Award in 2016. "It shows that no matter your circumstances, if you want something badly enough and are willing to put in the work then anything is achievable."

Odland is now considered a trusted advisor by his growing client base.

"Those clients I have actually advised to buy a cheaper home – or to not buy at all – have been some of my most loyal clients."



**SAIRA WATERS**  
Royal LePage Coast Capital Realty

VICTORIA, BC

Age: 31

Saira Waters believes in running a tight ship. By optimizing systems and constantly improving productivity, she has been able to improve her clients' experiences in each of her eight years as an agent.

"They appreciate it and it makes our lives a lot easier day to day," she says.

With a more balanced market on the horizon for Victoria, Waters is taking steps to keep a steady stream of new clients in the pipeline. She is working with a number of coaches to help define the vision she has for her business and is going even further to maintain the rock solid relationships she has built with her clients.



## MICHAEL SOATTO

Century 21 BJ Roth Realty

BARRIE, ON

Age: 35

Patience and humility are rarely qualities you hear being attributed to real estate agents, but Michael Soatto is the embodiment of both. Six years into an already impressive career, Soatto is among the top Realtors at a Century 21 franchise that has long been one of the Barrie region's most dominant. His friendly, down-to-earth approach has been a godsend to clients in what, up until this summer, had been one of Ontario's most intense markets.

Soatto is currently in the process of forming a team, and undergoing training to make the next stage in his professional evolution run smoothly.

"We have helped some amazing clients," he says, "and I just can't wait for what the future holds."



# SPECIAL REPORT: YOUNG GUNS 2017



**NADA KOVINICH**  
**RE/MAX Cornwall Realty**

CORNWALL, ON  
 Age: 29

Nada Kovinich was only 20 when she started her career, but even at that young age she knew she had found the right path.

"I definitely found my niche," Kovinich says. "I wake up every morning, knowing I love my job. It can be a very difficult career but it is also very rewarding."

Despite working a Cornwall market that has largely avoided the various manias affecting the rest of Ontario, Kovinich has been seeing her business grow at an impressive rate. While customer care has always been the crux of her approach, an intensified marketing strategy has been paying off.

"In the last year, I added a marketing manager – one of the best moves I have ever made. My listings are being marketed better than ever, which allows me more time to focus on my clients and their needs."

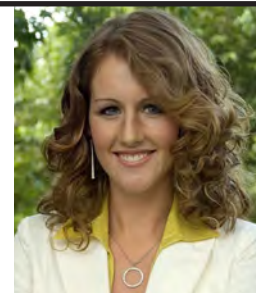
**KRISTEN SCHEELE**  
**Royal LePage Triland Realty**

ELGIN COUNTY, ON  
 Age: 31

Kristen Scheele was first exposed to the industry through the experiences of her grandfather, who sold real estate for an incredible 60 years. The lessons he taught her about focusing on client happiness have been paying off for the past decade.

A lot has happened since Scheele sold her first house at the age of 21, when she was the second youngest agent in a company of 200. In addition to winning Royal LePage's President's Gold Award and several of the company's Master Sales Awards, she has also given birth to two daughters.

"I didn't take mat leave and got back to selling within a couple of weeks of both girls' births," she says. "I love the challenge. It's not always easy to wear so many hats, but it's never boring!"



**JEFF HAM**  
**Royal LePage Meadowtowne Realty**

MISSISSAUGA, ON  
 Age: 34

Jeff Ham fell into real estate by accident, but there has been nothing accidental about his success. Ham first got into the business by working part time for a prominent Realtor while still studying at the U of T. After developing a passion for real estate, he became licensed and went to work building his reputation. Since then, Ham has increased his business by at least 25% every year for the last decade.

Ham, who started a team in 2014 that ranks among Royal LePage's top 1%, says his success can be chalked up to one word: trust.

"I have built incredible relationships with people over the years," he says, "and I think a lot of that has to do with them knowing they can trust me to provide sound advice, top-level service and hard work."



**SUNNY SANGHA**  
**Century 21 Coastal Realty**

SURREY, BC  
 Age: 34

Sunny Sangha's evolution as an agent has gone hand-in-hand with the long-term improvement displayed by his hometown and primary market, Surrey, BC.

"I got to see the city grow first-hand and I knew it was a great opportunity to get involved because it was only the beginning," Sangha says. "My expectations were high, but the first five years were challenging as the market went through some lows, especially during the recession."

Those lows are very much a thing of the past. Surrey's market has been white hot for the past two years, allowing Sangha to climb into the top 10% of all Realtors in the Fraser Valley and remain there for six consecutive years.



# SPECIAL REPORT: **YOUNG GUNS 2017**



## **ADAM PADFIELD**

Century 21 Heritage House

KITCHENER, ON

Age: 34

Adam Padfield's father, a 25-year veteran of the industry, helped initiate Adam into the world of real estate 13 years ago. While Padfield's father has since passed away, his lessons have lived on.

"He was happy to mentor me when I showed an interest in the business and helped me get started," Padfield says. "There have been so many times since he passed away that I have heard his advice in my head."

Padfield has combined that advice with professional coaching and innovative marketing strategies to further establish himself in a busy Kitchener market. His efforts have been noticed not only by his

clients, but by one of his sons.

"He told me that he would like to sell houses just like me. I think it would be wonderful to pass on the same gift to my son that my dad gave to me."



## **TONY JOHAL**

RE/MAX Inspired Living Realty

KITCHENER-WATERLOO, ON

Age: 34

Like many kids, Tony Johal grew up wanting to be a firefighter. While that dream gave way to a completely different career – although putting out fires is very much a part of being a Realtor – Johal's commitment to helping his community has remained unchanged.

Johal's 11 years as an agent have been marked by incredible growth. At 30, Johal merged his independent brokerage with RE/MAX to create one of Ontario's top brokerages, one where staff turnover has been almost unheard of.

"The members of our team staying with us year after year is one of the things I'm most proud of. That and working alongside agents who are routinely improving their business with our firm."

## **TROY ABROMAITIS**

Bucci Property Group

VANCOUVER, BC

Age: 33

For some agents, success comes secondary to the opportunities it provides others in the industry. Troy Abromaitis, who specializes in Vancouver's luxury and multi-family market, has become a familiar face and influential voice in a number of the area's most important industry-related organizations. He is the President of the Real Estate Institute of British Columbia, Past Director of the Real Estate Board of Greater Vancouver and Membership-Chair of the Greater Vancouver Home Builders' Association.

"If you are fortunate enough to find success in real estate, it is your opportunity to send the ladder down and lift others up as we climb," Abromaitis says. "Giving back is the right thing to do. By helping tomorrow's real estate agents get started on their dreams, you will help them and they will in turn help you."





## BRANDON POLSINELLO

RE/MAX Realtron Polsinello Realty

NEWMARKET, ON

Age: 28

Brandon Polsinello was born into real estate. His father heads one of RE/MAX's most successful teams, his grandfather was a builder and his uncle is real estate coach Craig Proctor. Despite being steeped in the business, Polsinello says real estate is still full of surprises.

"I sort of knew what to expect," he says, "but growing up around it and living in it are two different things. No matter what I thought I knew, there are always new things that I am learning and adapting to every day."

That learning process has resulted in a number of successful innovations for Polsinello's team, but he says the key to his success has been surrounding himself with the right people.

"Everyone clicks really well together. We are always bouncing ideas off each other and sharing experiences and techniques that help make us all better at what we do."



## SERGE JOLICOEUR

Century 21 Gold Key Realty

STEINBACH, MB

Age: 33

After spending seven years at a manufacturing plant in Steinbach, Manitoba, Serge Jolicoeur was ready for a change.

"That was not what I wanted to be doing for the remainder of my career," he says. "I wanted to be more connected with the community that I grew up in. I wanted the chance to be more involved."

Jolicoeur has clearly found the chance he was looking for. In addition to being a two-time Centurion producer, he has also become the go-to guy for real estate advice in one of Canada's fastest growing regions. It's hard to imagine him being more connected to his hometown.

"Be a person," Jolicoeur advises. "People want to talk to people. They don't want to be sold something anymore. I've learned that listening, more than talking, is one of the most important things to do to build trust with a client."



## CHUCK HOGETERP

RE/MAX Escarpment Realty

STONEY CREEK, ON

Age: 32

Clients looking beyond the Golden Horseshoe for both homes and investment opportunities have helped make Chuck Hogeterp one of the busiest young agents in the Niagara and Haldimand regions of Ontario. For Hogeterp, the increased interest in his territory provides him an opportunity to proudly show off some of Canada's finest smaller cities.

"We have so many positive developments currently coming to fruition that I believe our area is going to continue to increase due to the lack of supply and over-demand to live in our incredible communities," he says.

Just under a decade into his career as a Realtor, Hogeterp says one of the highlights has been working alongside his father, Peter. The two Hogeterps received RE/MAX's Diamond Award in the same year.



# SPECIAL REPORT: **YOUNG GUNS 2017**



**MELISSA BRADBURY**  
Engel & Völkers Collingwood Muskoka  
Brokerage

BRACEBRIDGE, ON

Age: 25

One of E&V's brightest young agents, Melissa Bradbury, came to real estate with a background in marketing and business, which she says has helped her greatly.

"A well-rounded marketing skill set and knowledge in the local and greater marketplace are keys to success in this business – in addition to an excellent support team and going the extra mile for clients," she says.

Despite being an agent for only five years, Bradbury has been enjoying a wealth of repeat business.

"It feels amazing to be assisting clients with their fourth and fifth real estate transactions already, as well as their family, friends and/or colleagues. This is definitely one of the highlights of the business."



**MAX BACHMAN**  
Century 21 Bachman and Associates

WINNIPEG, MB

Age: 30

Max Bachman is on the leading edge when it comes to social media and personal branding, but his dedication to his clients has remained steadfast since his first day as an agent.

"Once you quickly realize that there are no easy sales, you really need to apply yourself to the personal part of the job," he says. "Sometimes difficult decisions have to be made, but if you already have the trust and respect of your clients reciprocated then anything can be overcome."

In 2016, Bachman achieved Centurion-level success with Century 21 while still maintaining a strong connection to his family and community.

"It's not easy to be your best self every day, but having the satisfaction of a job well done helps motivate you, as does taking personal time to recharge and reflect."



**JEREMY SPILKIN**  
Century 21 Elite and Capital

HULL, QC

Age: 32

Jeremy Spilkin received his real estate licence while serving in the Canadian Armed Forces as a way to learn a new skill and potentially help him capitalize on juicy real estate investments. But after selling a home in his first week as an agent, he was hooked. Less than 10 years later, Spilkin is the number one Century 21 agent in Ottawa and one of the company's top 40

Realtors in Canada. Licensed in two provinces, well trained and highly disciplined, Spilkin is preparing for the long haul.

"Being an agent has more than surpassed my expectations," he says. "Starting as part time – then somewhat seasonal, to now – being incorporated, running a phenomenal military relocation business, having buyer agents, a great assistant, two licences, two offices, and a professional coach. And I'm only getting started!"



## TOM STOREY

Royal LePage Signature Realty

TORONTO, ON

Age: 26

Tom Storey is one of many Young Guns reaping the benefits of assembling a carefully considered and highly skilled real estate team.

"Real estate can be a lonely business, especially when you first start," Storey says. "By surrounding yourself with like-minded people who are open to sharing their ideas and expertise, you can achieve great things."

Storey has spent the entirety of his career navigating an insane Toronto market. While some agents may be wary of the city's rapidly decreasing sales, Storey sees them as an opportunity.

"These are the times where a Realtor's skills really shine," he says. "While the day-to-day conversations and price points may change, focusing on educating clients and helping them to receive the best value will always be my number one priority."



SPECIAL REPORT: **YOUNG GUNS 2017****THOMAS POBOJEWSKI**

Royal LePage Signature Realty

MISSISSAUGA, ON

Age: 35

Thomas Pobjewski left the world of corporate finance for a full-time career in real estate in 2011. A successful real estate investor himself, Pobjewski has been concentrating on investment clients, marketing himself as a real estate consultant rather than a salesman.

"The bottom line is that I want our clients to minimize risk and maximize returns," he says. "I treat these investments as if they were my own."

Pobjewski says his approach to drumming up business has been drastically streamlined over the years, from "every lead generation activity under the sun" to three. "I began to exponentially increase my performance and success. Focusing on core activities and doing them consistently is key."

**KEVIN GIBSON**

RE/MAX Niagara Realty

NIAGARA FALLS, ON

Age: 32

Kevin Gibson became the number one income earner for his Niagara Falls-based RE/MAX office at the end of his fifth year as an agent, a position he has held for the past five years. Gibson came to real estate from a hospitality background, which shaped his focus on client experiences and relationship building. Drawn by the "sky's the limit" aspect of real estate, where harder work results in greater rewards, Gibson's expectations have been fully met.

"As an agent, it's important to always stay true to your core values and remember who and what helped you along the way," he says. "It's important to always be thankful to your clients, friends and family who helped shape your success through their business and referrals."

**NICOLE DIGALAKIS**

RE/MAX All-Stars Realty

TORONTO, ON

Age: 24

This year's youngest Young Gun, Nicole Digalakis, has already made a name for herself on the RE/MAX All-Stars Realty team. In addition to possessing a warm personality that clients are drawn to, Digalakis has also benefited from working under the tutelage of her father, and RE/MAX legend, Ken.

"I have been very fortunate to work and shadow such successful Realtors this early in my career," Digalakis says, "and it will continue to teach me to accomplish bigger and better things."

One lesson Digalakis has already learned is that time, when you are a Realtor, is of the essence.

"I had one experience in particular, where my client wanted to see a house last minute. Instead of postponing to a later time, I dropped what I was doing right then and there and I ended up selling the house that day."



## DANIELLE GRUNDY

Century 21 Assurance Realty

KELOWNA, BC

Age: 33

Danielle Grundy's success as a digital marketing entrepreneur has helped make her first four years in the industry fruitful ones, but it is her natural zeal for business that has allowed her to have such an immediate impact on the Kelowna market.

"No one teaches you to get out of bed early, stay up late to get a deal done or squeeze in that showing for your client," Grundy says. "It's that innate motivation, desire and determination that have helped me succeed in a field that is very competitive."

In addition to being among the top 1% of Century 21 agents, Grundy has also received recognition for her charity work. She created the Grindstone Award Foundation, which provides financial aid for young female hockey players, for which she was featured on a segment on Hockey Night in Canada.



## TAREK EL ATTAR

RE/MAX Core Realty

OTTAWA, ON

Age: 33

In 2015, Tarek El Attar's RE/MAX Core Realty brokerage was recognized as the fastest growing RE/MAX brokerage in the world. El Attar says persistence and resilience have been the two qualities most responsible for the success of his team.

"As a martial artist," he says, "I look at my work as a fight. If I give up and I don't push through this one last time, I won't win. Failure simply isn't an option."

In a world of online lead generation, El Attar says his team still hits the phones as hard as anyone in the business.

"If you can sell someone your value over the phone, you can close them in person. The more people we talk to, the more successful we are as a team. And if we are successful as a team, we are successful as individuals."



## ADAM DEGROOTE

RE/MAX Twin City Realty

BRANTFORD, ON

Age: 34

Adam DeGroote is known throughout Brant County, Ontario, as an agent committed to doing the right thing for his clients. It is an approach that has earned him the title of Best Real Estate Agent among local residents for three years running.

"It is a tremendous honour to be the favourite among literally hundreds of other agents," he says. "It is very humbling and I am quite proud of it."

As a real estate investor prior to his life as an agent, DeGroote was scouring listings way before he was licensed to sell. His passion and wisdom have been a boon to his clients.

"Getting my licence has opened up so many wonderful opportunities for me – in many aspects of my life. I have met and worked with some of the smartest, most tremendous people."



SPECIAL REPORT: **YOUNG GUNS 2017**

**ELI SKAFF**  
RE/MAX Core Realty

OTTAWA, ON

Age: 34

Complacency is not an issue for Eli Skaff. As broker/owner of RE/MAX Core Realty, Skaff lives by a simple tenet: stay hungry.

"If you decide you're happy with earning a specific annual salary, then you lose your hunger," he says. "That hunger is what pushes you to want to continuously learn, research your competition, innovate and implement new ideas and constantly be on top of client service."

That hunger for growth inspired Skaff to re-evaluate how he and his agents had been connecting with their database. "This is not something I practised until 2017," he says. "It immediately helped me get more referrals this year."



**SHAYLA ACKERMAN**  
Royal LePage Regina Realty

REGINA, SK

Age: 29

Even a slow market like Regina provides agents the opportunity to become workaholics. In 2016, Shayla Ackerman was on the phone with a client the morning of her wedding day – while getting married in another country.

"Shortly after that was when I realized that I am allowed personal days," Ackerman says. "One of the most important things I have learned is that you still need to take time for yourself."

While working out her own version of a work-life balance, Ackerman continues to collect accolades for her success at Royal LePage. She placed in the company's top 10 for Saskatchewan two years in a row and has received its Diamond Award multiple times. "But my proudest moments happen on a regular basis when a client tells me I helped them get where they are today," she says. "That makes everything worth it."

**ANUJA KUMARASAMY**  
RE/MAX Realtron Realty

TORONTO, ON

Age: 34

Anuja Kumarasamy found out quickly that being a part-time agent using real estate to make ends meet is not for the faint of heart. Kumarasamy soon realized that the demands of being a Realtor, especially those associated with keeping on top of market trends and fluctuations, requires full-time attention. Now 10 years into her career, Kumarasamy's growing list of satisfied clients are reaping the benefits of her unquestionable expertise and optimistic outlook.

"The most important lesson I learned as an agent is that you have to have a lot of patience, be able to think positively and just keep going," she says.





## FRANCIS VALLEE

Royal LePage Vallee de L'outaouais

GATINEAU, QC

Age: 35

Francis Vallee spent 10 years working for Loto Québec before deciding to sell real estate for a living. It is a gamble that has clearly paid off. In 2016, he was Royal LePage's seventh-highest individual producer in Quebec.

"The customer service I was able to give to my clients at Loto Québec was highly personalized. That's what attracted me first in real estate," Vallee says. "I now have the chance to serve, to help people realize their dreams, to make a difference in their lives."

Like many in this year's crop of Young Guns, Vallee says his success has been shaped by a deep and sincere sense of empathy for his clients. "I always keep in mind to serve my clients as I would have them serve me – meet their needs as I would have them meet my needs, give them prices that I would want to pay. The key to my success is to be able to put myself in my clients' shoes and exceed their expectations in a way that I would want my expectations to be exceeded."

Honing in on those expectations requires the ability to ask questions and then sit back and listen, a skill not every agent is born with. Vallee says learning to take the passive role in a conversation has been a valuable lesson. "It helps me to get the big picture, understand the needs of my clients and it gives me the ability to properly close a sale," he says. "It shows that my main focus is on them."



SPECIAL REPORT: **YOUNG GUNS 2017****JOHNATHON BENEDICT**

Royal LePage Atlantic

HALIFAX, NS

Age: 35

Drawn to real estate six years ago by the opportunity to meet new people and guide them through one of the most important decisions of their lives, Johnathon Benedict is one of Royal LePage's rising stars on the east coast. In the past six months, he has grown his team to five agents and two admin staff, allowing for better service on both the front and back end of his business.

"I believe the key to my success, aside from honest, to-the-point service, has been finding what isn't being done in my marketplace and bringing that to market, whether it be marketing strategies and methods or keep-in-touch systems," Benedict says. "Staying ahead of the curve has proven to be very beneficial."

**SEBASTIEN PARENT**

Royal LePage Haut-Richelieu

SAINT-JEAN-SUR-RICHELIEU, QC

Age: 35

After a 2016 in which he was among the top Royal LePage agents not only in Quebec but in all of Canada, Sebastien Parent has shown no sign of slowing down. He has expanded his team, collaborating with other local businesses to form strong mutually beneficial partnerships and putting into practice new strategies that will further differentiate himself from his competition in the suburbs of Montreal.

Despite his high profile, Parent remains humble and appreciative of his Royal LePage teammates. He says staying grounded has been the most important lesson he has learned as an agent. "I have seen so many brokers that were not and they are not in the business anymore. Being surrounded by the right people counts for a lot of my success. Nobody can become successful without help," he says.

**SARA KALKE**

RE/MAX River City

EDMONTON, AB

Age: 35

For Sara Kalke, selling real estate isn't about commissions or awards, it's about funding her lifelong passion of showing cow horses. Kalke says the intense motivation to stay involved with her horses has driven her to sharpen her skills as a Realtor, benefiting both her and her clients.

"It means that every dollar and every minute needs to be working for me," Kalke says. "Knowing I can pursue my dreams of showing cow horses keeps me going on long days, or through the tough market that we have had in the past three years."

Edmonton's still-correcting market has provided ample opportunity for Kalke to practise removing her emotions from transactions, a skill she says is a crucial component of agent success.

"We weather a lot of storms in this business. To be a strong guide, we have to be two steps ahead while acting as cool as a cucumber."

**MUSTAFA ZIA**

RE/MAX Real Estate Centre

MISSISSAUGA, ON

Age: 29

"I think about real estate 24/7," says Mustafa Zia. "It is not just my career,

it's my lifestyle."

Zia's passion and drive have helped make him one of RE/MAX Real Estate Centre's top young producers. His use of selective, niche marketing has led to a steady stream of new business, but it is his dedication that results in wins for his clients.

"One thing I've learned is that no matter how hard you work, it will always pay off," he says.



**BRYAN GRANT**  
RE/MAX Garden City Realty

ST CATHARINES, ON  
Age: 34

Bryan Grant first got into real estate as a stepping stone to development, but selling soon became his life.

"I have reached goals in real estate that I never thought I would achieve. I thought it would be impossible to win a Diamond Award in such a small town, but I achieved it," he says.

The key to Grant's success – he sold 142 properties last year – is long hours. "I literally work non-stop," he says. "Selling a house every 2.5 days requires a ton of maintenance. I'm usually up at six and working until eleven, but I love the job."



**CHRIS SEREDA**  
Royal LePage Network Realty

RED DEER, AB  
Age: 34

Continued improvement is a common theme with Chris Sereda. In establishing Royal LePage Network Realty as one of the company's leading brokerages – it was among Royal LePage's top 1% in only its second year of existence – Sereda has made a habit of learning from others who have made an impact on the industry.

"It's important to surround yourself with great people who will push you to be better, whether it be a mastermind group of likeminded people or team members with the drive to do better," Sereda says. "I am constantly reading and learning from others to help better myself and our team."



**RON CHATHA**  
RE/MAX Real Estate Centre

MISSISSAUGA, ON  
Age: 34

Ron Chatha was recently recognized as one of RE/MAX's top 100 agents based on his performance from January to April this year. It was one of many accomplishments for Chatha, who has made the most of a scorching Mississauga market.

The success of Chatha and the rest of the RE/MAX Real Estate Centre team has enabled the brokerage to invest more resources in order to expand its reach.

"Opening up for business in a wider market has really helped. In the internet age, 'the neighbourhood Realtor' seems like a thing of the past," Chatha says.



**JAMIE SCHREDER**  
Royal LePage Wolstencroft Realty

LANGLEY, BC  
Age: 30

Jamie Schreder became a Realtor when he was still in his teens. Just over a decade later, he is one of the leaders of Royal LePage Wolstencroft Realty, which was named the company's Brokerage of the Year for BC in 2016.

"I strongly believe we have the best agents, managers and staff in the business," Schreder says. "Our culture is one that drives collaboration and working for the betterment of all the people we do business with. This award solidified all that they do for their clients."

Schreder believes an emphasis on optimized systems has allowed his group to thrive.

"The speed of our market over the past two years has made us realize the significance of adapting to market conditions. We need to have bullet-proof systems in place to deliver consistent service to our clients."



SPECIAL REPORT: **YOUNG GUNS 2017****ASHLEY TURNER**

Century 21 Fusion

SASKATOON, SK

Age: 32

Despite operating in a Saskatoon market that has been down for years, Ashley Turner's Century 21 team was recently named the company's twelfth highest-producing franchise in Canada. The slow pace of the market contrasts heavily with the rapid increase in Turner's business – she and her father recently doubled the size of their team and will soon become the morning real estate experts for Saskatoon's local Global TV station.

As a young woman who went into business with her father when she was only 24, Turner felt a strong desire to prove herself. That drive has shown no sign of diminishing.

"Don't ever be intimidated as a young person, or as a young female especially,"

she says. "Stand your ground. Set boundaries. Don't take the blame for the market or other people's mistakes when you have given it your all."

**ADIL DINANI**

Royal LePage West Real Estate Services

BURNABY, BC

Age: 35

Adil Dinani has never rested on his laurels. A self-professed enemy of mediocrity, Dinani is known for pushing himself hard. Eighty-hour work weeks are the norm.

"Growth equals happiness," says Adil Dinani. "When you're challenging and pushing yourself to take on new business development activities and having tough conversations with yourself and about your future, your vision gets clear very quickly."

In control of every aspect of his business for over a decade, Dinani recently brought on a full-time assistant and now consults with a social media strategist.

"Letting go of some responsibility was a challenge but, more than ever, I needed to focus on activities that would lead to growth."

**MICHAEL GROCHOLSKY**

Royal LePage Niagara Real Estate

WELLAND, ON

Age: 32

For agents like Michael Grocholsky, providing an impeccable customer experience means digging deeper than their preferences for countertops and flooring materials.

"I invest time and energy in understanding what is important to my clients whether it is real estate related or not," he says. "Taking the time to reach out to them regarding personal milestones, like a birthday, or an exciting opportunity ahead of them, goes a long way in showing your client that you listen and truly care about them and their needs."

Grocholsky's success is widely known throughout the Niagara region. He, alongside his father and fellow Realtor, Roman, recently won the family category of the Niagara Entrepreneur of the Year Award.



## **STEPHANIE KENNEDY**

Royal LePage Real Estate Services

OAKVILLE, ON

Age: 33

If you saw the international touring company of *Disney on Ice* 15 years ago and were taken by the young lady in the Minnie Mouse costume, chances are you were watching Stephanie Kennedy. While the physical grace she displayed on the ice may not come into play most days at Royal LePage, the commitment to improving her performance surely does.

"Learning from my mistakes and being able to constructively criticize has been a really great tool," she says. "Growing thick skin, understanding where I need to improve and how to implement that and then moving on has helped me grow as both a salesperson and businesswoman."

Kennedy, who works alongside her two sisters, has been a major factor in the trio's consistently excellent performance. They have received Royal LePage's Chairman's Award in each of the past three years.



# SPECIAL REPORT: YOUNG GUNS 2017



## NATALIE MCGUIRE

Royal LePage Team Realty

MANOTICK, ON

Age: 33

Natalie McGuire already displayed a passion for homes at a young age. Growing up, she says, she spent countless hours reading her mother's design magazines, keeping a reference book filled with the articles that most inspired her. It was a practice that proved to be highly formative, as McGuire is now known throughout the Ottawa region as an agent whose staging and listing presentations are second to none.

Only five years into her tenure as an agent, McGuire hit the ground running in 2012, when she was named Royal LePage's Rookie of the Year. Now one of the company's most promising young Realtors, McGuire encourages those looking to replicate her rapid success to continue their education and surround themselves with inspirational mentors.

"But most of all," she says, "listen to your gut."



## EMILIO CORONADO

RE/MAX Jazz

OSHAWA, ON

Age: 34

As his market evolves and his business quickly expands, Emilio Coronado remains committed to the fundamentals of being a good real estate agent. "Maintaining a smaller focus, always thinking of helping others first and going back to basics has been the key to all the most recent changes I've made to my business," he says. "Helping others always comes first, whether in business or in my personal life."



## JOSH CHAIT

Sutton Group Admiral Realty

TORONTO, ON

Age: 30

"I truly believe that if you choose a job you love, you will never work a day in your life," says Josh Chait, the

highest volume agent in his Sutton Group brokerage. Judging by his accomplishments thus far, one assumes Chait has chosen careers wisely.

"As a third generation real estate agent, I had a good sense of what to expect before I became one, but my experience has been far more rewarding than I anticipated," Chait says. "I get to utilize my key skill sets and meet new and interesting people every day."



## ARTYOM SEROFF

Rennie and Associates Realty

VANCOUVER, BC

Age: 24

When he was still a teenager, Artyom Seroff left his rural Kazakhstan village to study in Vancouver. After a fortuitous meeting with the owner of Rennie and Associates Realty, Seroff decided to augment his UBC education with real estate courses. A few short years later, Seroff is one of Rennie and Associates most promising young agents. Despite only selling one property in his first year as an agent in 2013, Seroff completed over 40 transactions in 2016, showing that he is in the industry to stay.

Despite being a millennial agent born into the limitless potential of a social media world, Seroff does not currently advertise.

"I think that people are so overwhelmed with commercialization and false promises that they just look for good, honest long-term relationships," he says. "Judging by experience, word of mouth remains the best marketing strategy. I can see myself expanding my online presence in the future, but the core of how I conduct my business will never change."



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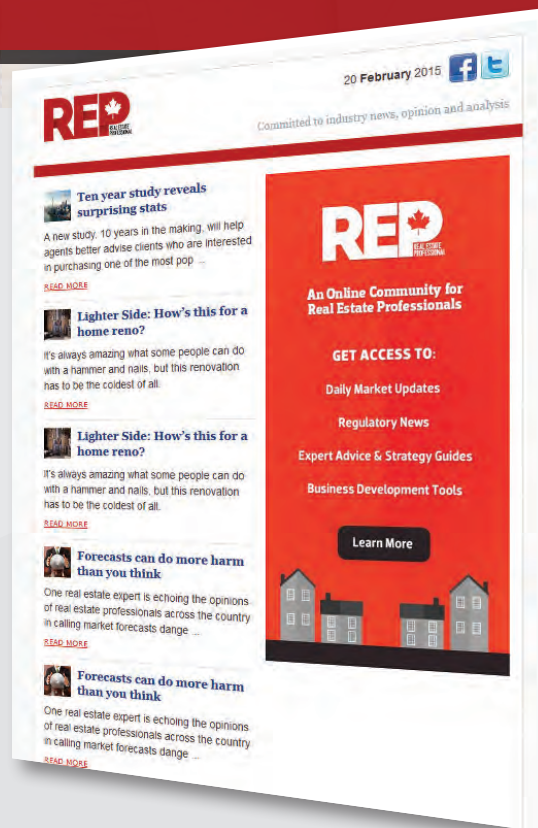
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SPECIAL REPORT: **YOUNG GUNS 2017**

**BRANDON WEISS**  
Harvey Kalles Real Estate

TORONTO, ON

Age: **31**

Brandon Weiss started his career with a bang – his first sale involved the purchase of a \$2.8m home. The following two-and-a-half years have been equally productive. Weiss received Harvey Kalles' Chairman's Club Award in 2015 and the company's Director's Circle Award in 2016, all while generating approximately 90% of his business through referrals.

"We don't take that lightly," Weiss says. "We earn the opportunity to be trusted by our clients' friends, families and colleagues."



**JOE GONZALEZ**  
Century 21 Today Realty

FONTHILL, ON

Age: **34**

Joe Gonzalez just completed his fourth year in the business. In that time, he has put his love of problem solving to work for clients in a Fonthill, Ontario, market that has seen increased interest as buyers priced out of the Greater Golden Horseshoe look for an affordable place to call home. Gonzalez, a dyed-in-the-wool lover of Fonthill, is a familiar face at events in the community that has made him the agent he is today.



**CHASE OLSEN**  
RE/MAX First Realty

CALGARY, AB

Age: **30**

Chase Olsen's entrepreneurial spirit was already on display when he was in elementary school, reselling bulk candy at a mark-up to the other kids on the school bus. The stakes are much higher now, but so is Olsen's interest in getting people what they want.

"When I first got into real estate, I wasn't sure what to expect," Olsen says, "but I did know the stats weren't good, as almost 80% of Realtors quit after only two years." Olsen thought his young age would add to the challenges of getting started in such a make or break industry, but it has proven to be an advantage. "Looking back now, I believe my youth provided me with an edge in an industry that has been hampered by traditional ways of sales and marketing."

## DAVID KURT

Coldwell Banker Charles Marsh Real Estate

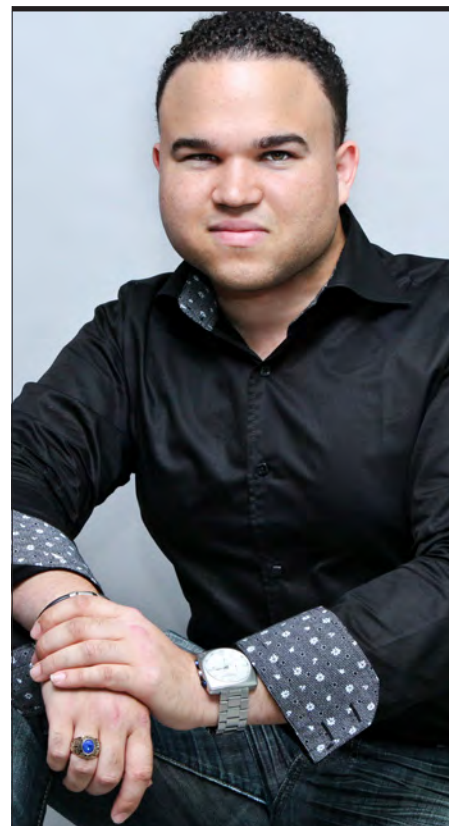
SUDBURY, ON

Age: 32

Working in a sane market like Sudbury, David Kurt brings a long-term perspective to each deal, a luxury not afforded agents working more frenzied territories.

"The key to my success is patience," he says. "I truly believe I'm selling on a 25-year cycle, where I want to build and maintain a relationship with my clients for decades, and in return be their go-to Realtor when they buy or sell the four to five houses they'll own in their lifetime."

In addition to racking up an impressive number of sales, Kurt is also deeply engaged with the industry. He became the youngest president of the Sudbury Real Estate Board in 2014 and he just completed a two-year term as the youngest director in OREA's history. The organization presented Kurt with its Young Leader Award in 2016.



## JOHNATAN BASDEN

Royal LePage Real Estate Professionals

VAUGHAN, ON

Age: 30

After an accident that nearly ended his life, Johnatan Basden decided to start affecting the lives of others. "I knew there was no time other than the present to get my dream started," he says.

The past six years have seen Basden make a considerable mark on the Vaughan market. He is known for his unconventional marketing strategies and for his "think outside the lockbox" philosophy. For Basden, even the term "market" doesn't cut it in 2017.

"In our team, we try to adopt the mentality that there is no market. Buyers and sellers always exist, real estate transactions will always happen no matter what," he says. But Basden is still very much aware of the fluctuations in customer behaviour and how keeping them plugged into reality is key to their satisfaction.



## JAMES BOSCHMAN

Royal LePage Prime Real Estate

WINNIPEG, MB

Age: 27

James Boschman was attracted to real estate by the potential to help people. This desire for his client's happiness, when put next to Boschman's background in heavy construction, make for a potent combination – one buyers and sellers in Winnipeg have been turning to in ever greater numbers.

"I always knew that I would enjoy being a Realtor," Boschman says, "but I never in my wildest dreams ever thought that I would be able to help so many amazing people and have an impact on their lives."

Boschman has become known for his honesty, humility and deep insight into each of Winnipeg's hyper-local markets, a distinction that will surely serve him well in one of Canada's fastest-growing cities.