

Sample Career Development Plan

	Manager	Recruiter	Trainer	Relocation Director	Commercial Investment	Property Management	Super Agent
1	Pure Production	Pure Production	Pure Production	Pure Production	Pure Production	Pure Production	Pure Production
2	Recruits Lists, Sells	Recruits Lists, Sells	Recruits Lists, Sells	Recruits Lists, Sells	Recruits Lists, Sells, Refers	Recruits Lists, Sells, Begins to manage a few properties	May Recruit Lists, Sells, wins awards most of the time
3	Trains Recruits, Lists, trains Minimal Sales	Recruiter - level 2 List, Refers Sales, Trains recruiting	Trainer's Assistant Lists, Recruits, Trains, Minimal Sales	Relocation Trainer Lists, Recruits, Minimal Sales	Trains Commercial Beginners Recruits, Lists, sells, refers residential	Trains Manages Property, Lists, Refers, Recruits, Leases Property	May Train through Mentor type program, Lists, Sells, Consistently earns awards
4	Assistant Manager Recruits, Trains, Lists, Administrative Duties, Refers all Sales	Recruiter Recruits, trains others to recruit, refers listing and sales. Operates as a profit center.	Trainer Trains, Recruits, Lists, Refers Sales, customizes in-house programs	Assist. Relo Dir. Recruits, Lists, trains agents, develops network affiliations, refers sales	Comm. Specialist Recruits, Lists, Trains, Sells, Leases, Develops commercial accounts	Property Manager Lists, Leases, Recruits, Trains, Develops and acquires accounts, refers residential business., Operates as a profit center	Agent Leader May have assistants, May recruit, may train, always an award winner with heavy listing emphasis, considered a leader in the office and the industry
5	Manager - Level 1 Recruits, trains, handles administrative duties, responsible for agent production, refers all listings and sales, operates as a profit center		Training Director Recruits, Trains, develops training programs and coordinates all company training, refers all listings and sales, may train outside company as a profit center.	Corporate Caller Develops corporate accounts and network, recruits, trains relocation, refers all listings and sales	Team Leader Develops network and frequently a specialty, recruits, trains, and leads team of associates, refers all listings and sales, recognized as a leader.		Super Agent Operates as a true profit center to self and company, recognized for consistent leadership in production, entrepreneurial options and industry innovation.
6	Manager - Level 2 Coordinates activities of level 1 managers, recruits and develops for current and future staffing needs, , trains, refers all listings and sales			Relocation Director Recruits, trains, develops network, coordinates all relocation activities, operates as a profit center.	Assist Dir. of C & I Recruits, trains, develops staff and specialty markets, learns administrative duties of director, lists, refers sales and leases		
7	Branch Manager						
8	General Manager						
9	Part Owner in Expansion Office						
10	VP of Multi- Office Company						