



Commitment Statement by Leaders of the Real Estate Industry, 2023

We, leaders, gathered on the 27 March in the year two thousand and twenty-three in Sydney, to define and realise a practical and tactical commitment to the Rise Leader's Statement on the future of the real estate profession...

Together, we demand bold leaps to elevate our profession so that we constitute a community of professionals that is recognisable by the human-centric values of safety, respect, care, inclusion and a commitment to bravely challenging ourselves and striving to be better. We empower the members of our community of practice to be authentic, curious, innovative and kind. We tell an unafraid truth, no matter how inconvenient. In doing so, we will become proud and trustworthy within the communities we serve.

These are not merely stated, they are not simply written on a wall or printed in a brochure as artefacts of a momentary intention. They are agreed, believed, and operationalised into our organisations by education and by choice, and they are sustained through demonstration and accountability. These values are alive in the experience of every member of our community through the behaviour, actions, and language that we accept of ourselves and each other.

Moving beyond intention, leaders must champion accountability for the impact of the behaviour that occurs in the environment. Leaders provide an example and an environment of psychological safety whereby these values are supported, and also improved upon as awareness and education cause us to grow and develop better standards. Leaders can be a voice to either amplify or silence behaviour when no one is watching. Leaders should be the champions of right behaviours.

Everyone in an environment can be a leader. Everyone on the team is empowered to protect the integrity of the environment and to hold each other accountable to either align or to learn. The vehicle of this alignment and learning begins with trust and safety, and is realised through clear expectations and courageous conversations. We can only expect fidelity to these values once we are reconciled that misaligned behaviour has consequences.