

I before E: investment costs must be tied to education programs to be effective. (Spotlight

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## Main content

Article Preview :

Do you ever spend money on something because you thought it was going to be extremely beneficial only to be disappointed? How many people have bought a piece of exercise equipment with the goal of dropping pounds and toning their body? How many actually use this state-of-the-art piece of equipment?

The same principle applies to corporate training programs. To obtain a high return on investment (ROI), what is learned in the training program must be both transferred to the job and relevant to the job of the trainee. Just like a treadmill or stair-master, you need to make use of the equipment for your investment to pay off.

"You can't avoid training," said George Sacks, a Florida-based Grubb & Ellis managing director. "It is part of life to constantly improve yourself for your own personal satisfaction as well as to enhance your success as a professional."

Grubb & Ellis University, via a series of programs run through the company's Global Innovation Group, offers a number of fundamental courses including: Basic Budgeting & Accounting for Real Estate Managers, Marketing & Leasing for Office Buildings, Developing Human Resource Strategies for Real Estate Managers, Financing & Valuation Strategies for Real Estate Assets, Measuring Performance of Real Estate Assets, Ethics for Real Estate Managers and Understanding Financial Calculations and Strategies for Real Estate Managers. Many of the courses are delivered through the Institute of Real Estate Management.

Presentation Skills, Mastering the Art of Effective Business Writing and Time Management are some of the courses G&E offers through internal instructors and external subject matter experts. The company developed specific curriculums for property managers, CERTIFIED PROPERTY MANAGERS[R] (CPM[R]) and directors of management services (DM).

Valerie Keener, a G&E business operations manager in Dallas was particularly impressed with the company's presentation skills class.

"It's extremely difficult to get our professionals to attend even a half-day class, much less two days," Keener said, "but all of the attendees felt (presentation skills) was well worth it."

Down to Business

In his book, Return on Investment, Jack Phillips writes, "The ROT process should be developed for programs where a needs assessment has been conducted." A realistic expectation for ROT is earning what you paid for, plus an increase in revenue.

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Before you make any investing decision, sit down and take an honest look at your entire financial situation -- especially if you've never made a financial plan before. The first step to successful investing is figuring out your goals and risk tolerance -- either on your own or with the help of a financial professional. There is no guarantee that you'll make money from your investments. But if you get the facts about saving and investing and follow through with an intelligent plan, you should be able to gain financial security over the years and enjoy the benefits of managing your money. If you owe money on high interest credit cards, the wisest thing you can do under any market conditions is to pay off the balance in full as quickly as possible.

7. Consider dollar cost averaging.

4 Wallach, E. (2002) I before E: investment cost must be tied to education programs to be effective. *Journal of property management*, 67 i5, pp. 42-48.

5 Wagner, R., Weigand, R. (2004) Can the value of training be measured? *14 Economics: Yesterday, Today and Tomorrow*. 6-7' 2014. In view of the above, we can draw the following conclusion: using financial indicators to assess the effectiveness of the training is appropriate only for certain types of programs, namely: -- programs closely related to the manufacturing of a product or service (e.g. training in new technologies, new forms of services, training in new techniques of quality control, etc.) -- programs whose effect is easy to measure/ calculate (e.g. safety training courses).

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1 month ago Reply. Are you sure you want to Yes No. cost of education program as a ratio to its impact on learning.

20. **CONCLUSION** : It gives planners a method to try and "put all relevant costs and benefits on a common temporal footing" in order to help people make informed decisions. It provides people with an understanding as to the economic costs of decisions, and allows arguments to be made for or against a change based upon economic considerations. It is a decision-making process.