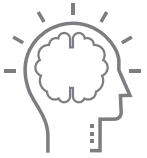


## TRAINING & PROFESSIONAL DEVELOPMENT

CWS has a variety of programs to support the career path that makes sense for you. Whether you aspire to become a Leasing Director, Maintenance Director, or Community Director, CWS In-Training programs help you realize your career advancement goals.



### **Associate education at CWS is a key differentiator**

From mastering a new role to preparing for the next professional challenge, our in-house training programs equip associates with the tools they need to architect a career. This emphasis on learning and development contributes to the distinct culture that CWS associates enjoy.



### **NHO: New Hire Orientation**

Held monthly at our Austin Corporate office, this intensive course serves as an introduction to CWS and familiarizes attendees with the knowledge to perform successfully. This learning experience culminates in a property visit that allows each participant to demonstrate leasing and sales skills covered during the week.



### **Essential Management Training**

Those new to a site-level director role receive specialized training to help them learn and utilize principles, approaches and tools that concentrate on asset and team management. New managers learn about effective performance management techniques, risk management, fundamental HR topics, and budget & financial management.