



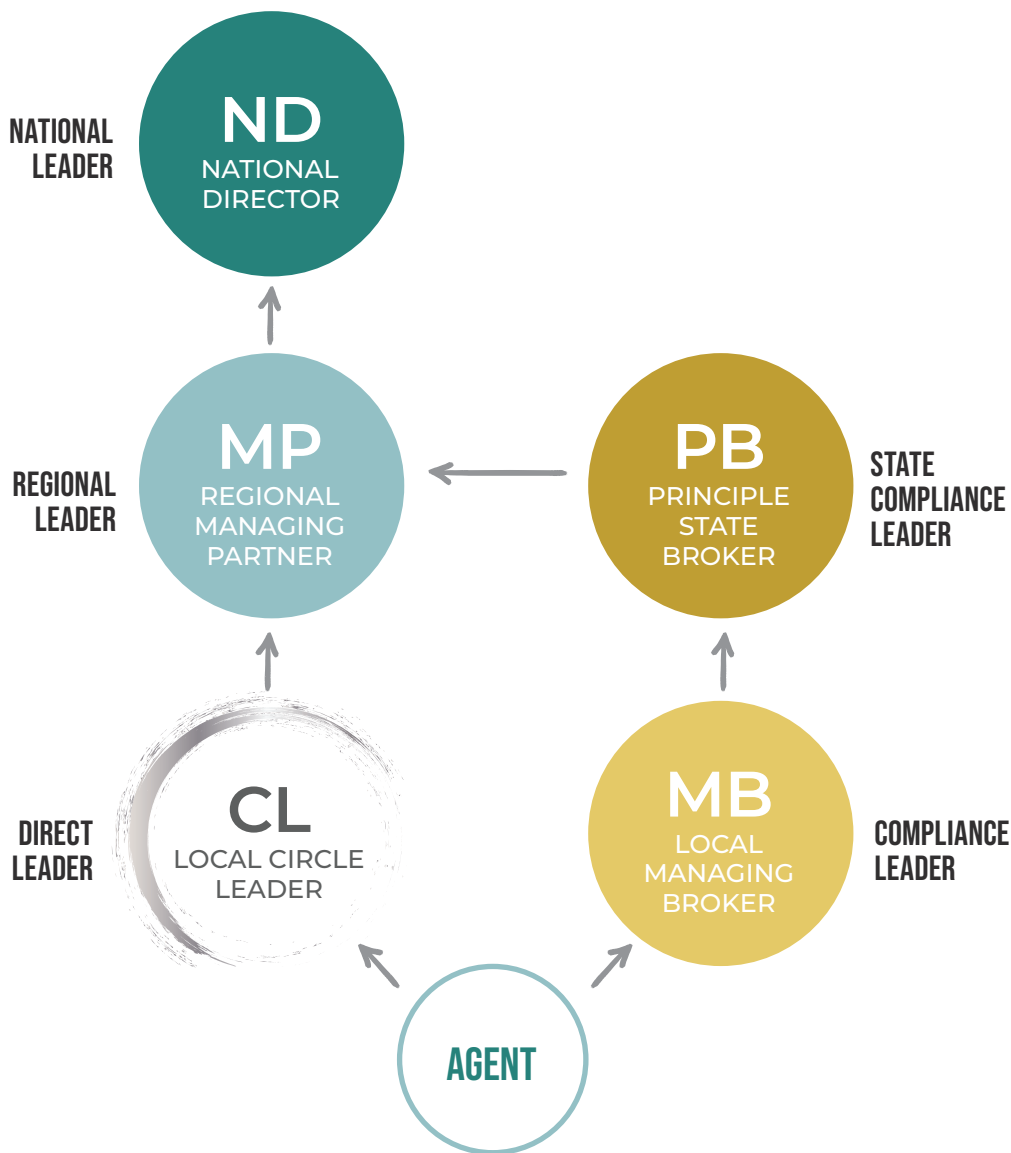
YOU **CAN** BE SATISFIED
 YOU **CAN** BE
 YOURSELF
 YOU **CAN** BE POSITIVE
 YOU **CAN** BE
 THE TURNING

LEADERSHIP *Opportunities*



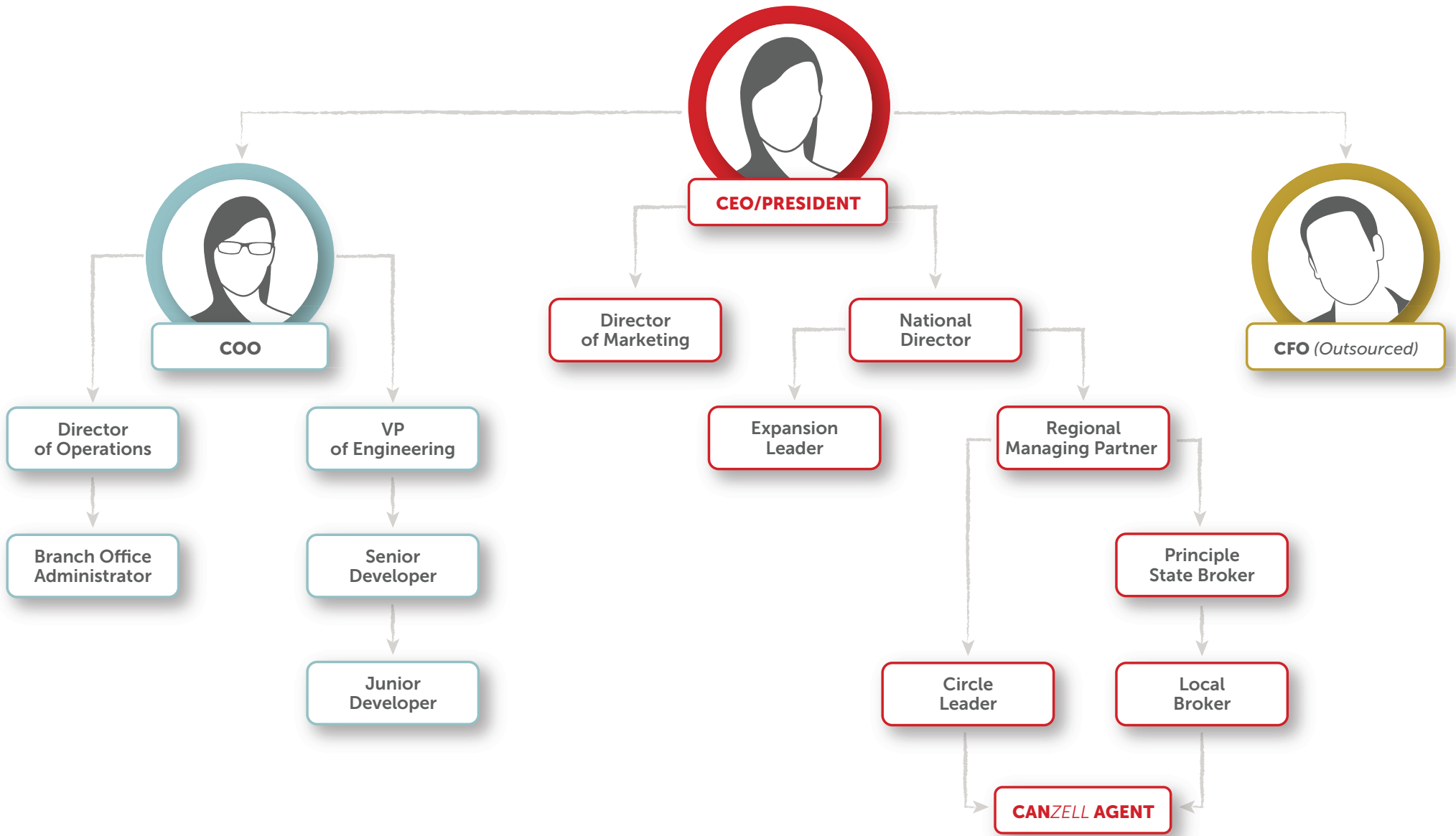
LEADERSHIP PROGRAM

At CanZell we offer many leadership opportunities that will help you grow further as a leader, as well as, help you earn extra income. Let's take a look...



- When you combine our leadership opportunities with our revenue share levels you can earn up to 93% of COMPANY DOLLAR!

<div style="border: 1px solid black; border-radius: 50%; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <p style="margin: 0;">UP TO 85%</p> </div>	+	<div style="border: 1px solid black; border-radius: 50%; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> <p style="margin: 0;">8%</p> </div>	=	<div style="background-color: red; border-radius: 50%; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center; color: white;"> <p style="margin: 0;">93%</p> </div>
<p>REVENUE SHARE 25% Level 1 10% Levels 2-5</p>		<p>LEADERSHIP 5% CL + 3% MB</p>		<p>TOTAL % COMPANY DOLLAR!</p>



ORGANIZATIONAL CHART

EXPECTATIONS *Must be done to hold 5%*

- Meet with Mentors once a month (30 min on zoom)
If you don't have mentors, hire mentors with a mentor interest meeting.
- Attend Monthly Management Meeting (1 hour) Must attend min 12 out of 12 *There is a makeup meeting available.
- Plan and hold an Agent Mastermind/Team building once a month
- Attend Weekly National Agent Meeting (Tuesday 12pm-12:30pm): Must attend min 3 out of 4
- Hold a weekly Agent Success meeting (Tuesdays 12:30-1pm): Must attend
- Contact each agent individually monthly via text, email or phone
- Sponsor a minimum of 1 agent every 90 days/quarter

TOTAL COMMITMENT

- Approx: 9 hours
- Fill out and turn in monthly form

WHAT WE RECOMMEND

- Have an attitude of attraction in your conversations with agents from other companies (2 per/wk min)
- Meet once a quarter on zoom or in person with agents in your circle (30 min a quarter)
- Hold 1 monthly training for agents in your circle on a different system or process they need question;
- Answer questions on systems and processes in the company in addition to questions like:
 - "How do I start a team?"
 - "How do I hire a buyers agent?"
 - "How do I hire an admin assistant?"
 - "How do I expand in the luxury market?"
 - "I don't like my mentor, can I have a new one?"
 - "How do I enter a transaction?"
- Answer all agent emails and texts within 2 business hours
- All compliance and Broker questions should be answered by Managing Broker

INCOME

- 5% of company dollar for any circles of which you lead (*as CL*)

In order to stay in level or have the option to advance:

- You must consistently hit or exceed the expectations listed above.
- You must fill out the monthly checklist hitting every expectation in order to receive your leadership pay.

NOTE: Agents are considered producing when they have closed a minimum of 8 homes in the last 12 months.

✓ POSITION REQUIREMENTS

- Have your real estate license and have it active with CanZell Realty
- Have a proven track record in sales or recruiting
- Be a self-starter and driven for success

🎯 SUGGESTIONS TO BE SUCCESSFUL

- Make a minimum of 40 recruiting calls each day
- Send a minimum of 40 recruiting emails each day
- Send a minimum of 40 recruiting texts each day
- Sponsor 8+ producing agents each month
- Attend Monthly Management Meeting (30 min)
- Consistently hit 2/3 or higher commitments each week
- Hold 3 appointments per day with licensed real estate agents

💰 INCOME

- Potential to make \$50,000 plus Revenue Share
- \$500 Bonus per producing agent you sponsor (expectation 8 per month)
A producing agent is someone who closed 8 or more deals in the last 12 months.

In order to stay in level or have the option to advance:

- You must consistently hit or exceed the expectations listed above.
- You will get \$500 for each producing agent you sponsor, so for example:
 - 1 producing agent: \$500; 2 producing agents: \$1000; 4 producing agents: \$2000

NOTE: Agents are considered producing when they have closed a minimum of 8 homes in the last 12 months.

✓ POSITION REQUIREMENTS

- Current licensed Broker in your state
- Sponsor an average 1+ Agent/qtr.
- Interview and pass management interview panel
- Contact each agent individually monthly via text, email or phone

🎯 EXPECTATIONS

- Attend Monthly Management Meeting (1 hour) Must attend min 12 out of 12 *There is a makeup meeting available.
- Teach 1 contract class each week: contract training, stump the broker etc.
- Sponsor a minimum of 1 agent per quarter
- Sponsor a minimum of 1 agent every 90 days/quarter

💰 INCOME

- 3% of the company dollar for any circles of which you manage (as MB)

In order to stay in level or have the option to advance:

- You must consistently hit or exceed the expectations listed above.
- You must fill out the monthly checklist hitting every expectation in order to receive your leadership pay.

NOTE: Agents are considered producing when they have closed a minimum of 8 homes in the last 12 months.

* Paid if 1+ agent is hired/mo.

✓ POSITION REQUIREMENTS

- Current licensed Broker in your state and eligible to be the principal or designated broker for a company
- Interview and pass management interview panel

🎯 EXPECTATIONS

- Attend Monthly Management Meeting (1 hour) Must attend min 12 out of 12 *There is a makeup meeting available.
- Teach 1 contract class each week: *contract training, stump the broker etc.*
- Sponsor a minimum of 1 agent every 90 days/quarter

💰 INCOME

- 1% of the company dollar for all circles in your state
- 3% of the company dollar for any circles of which you manage (as MB)

In order to stay in level or have the option to advance:

- You must consistently hit or exceed the expectations listed above.
- You must fill out the monthly checklist hitting every expectation in order to receive your leadership pay.

NOTE: Agents are considered producing when they have closed a minimum of 8 homes in the last 12 months.

National DIRECTOR (ND) Regional MANAGING PARTNER (MP)



✓ POSITION REQUIREMENTS

- Have a proven track record of leading a sales team and developing sales managers
- Interview and pass management interview panel

🎯 EXPECTATIONS

- Run monthly management meetings
- Sponsor a goal of 8 agents/6 minimum a month
- Sponsor/Host 1 Agent Attraction Mastermind each month
- Contact all of your CLs each month and hold a monthly meeting

💰 INCOME

- Salary based on experience

In order to stay in level or have the option to advance:

- You must consistently hit or exceed the expectations listed above.
- You must fill out the monthly checklist hitting every expectation in order to receive your leadership pay.

NOTE: Agents are considered producing when they have closed a minimum of 8 homes in the last 12 months.

✓ POSITION REQUIREMENTS

- Commit to coaching at least three new agents at any one time.
- Interview and pass Regional Managing Partner interview.

🎯 EXPECTATIONS

- Attend 3 out of 4 Circle Leader/Mentor trainings each month. *These are 30-minute meetings that will help you grow your leadership and allow for discussion from other circle leaders to mastermind around best practices*
- Attend our Proprietary “Get in the Game” New Agent Boot Camp. You may be asked to begin coaching some of this training as you become familiar with process and material. *(8 hours monthly)*
- Attend Weekly National Agent Meeting *(60 minutes)*
- Promote CanZell Training and Coaching to ALL agents.
- Hold agents accountable to input 3 commitments in the CanZell portal each week.
- Coach agents to accomplish at least 2 out of the 3 commitments they input on CanZell portal
- Conduct, at minimum, 1 monthly group check ins for your mentees through Zoom, local meet ups, etc.
- Meet with agents one on one once a quarter to coach on agent’s production goals.
- Be available during business hours for agents and implement systems to communicate with agents during off hours.
- Teach and Train agents on where to find the answers and not just answer the questions. This is crucial to an agent’s success and growth.
- Be an attraction agent by attending attraction training, workshops, and implementing your own passive income plan.

💰 INCOME

- As a mentor, you will receive 25% of the agent’s portion on their first 4 closings.

In order to stay in level or have the option to advance:

- You must consistently hit or exceed the expectations listed above.

NOTE: Agents are considered producing when they have closed a minimum of 8 homes in the last 12 months.

CANZELL LEADERSHIP PROGRAM

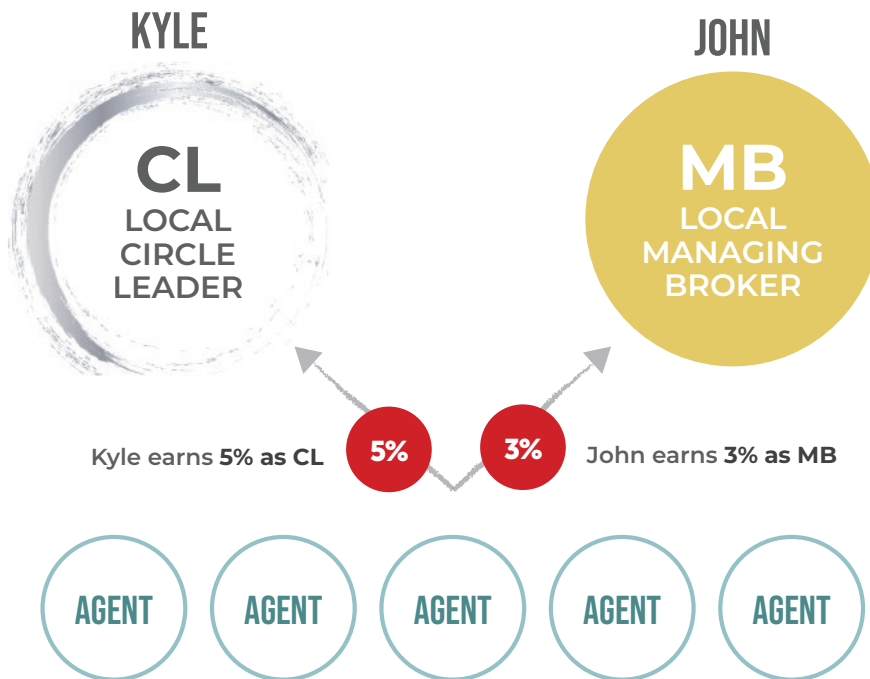
at a glance



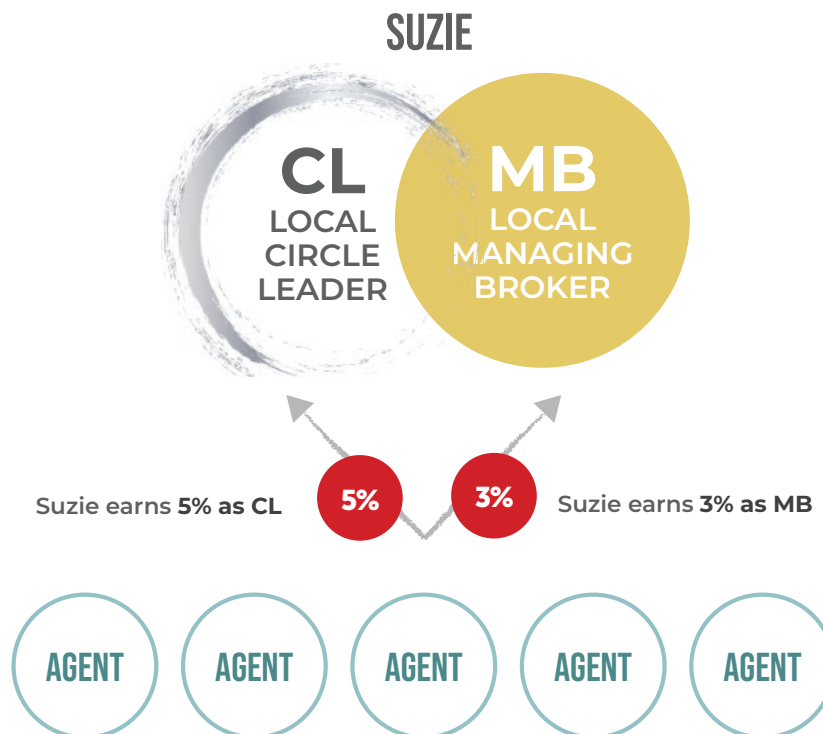
POSITION	DESCRIPTION	INCOME	SPONSORSHIP REQUIREMENTS
<p>ND NATIONAL DIRECTOR</p>	<p>NATIONAL LEADER Oversees and develops Regional Managing Partners</p>	SALARY	<p>8+ / 6+ GOAL/MO / MIN/MO</p>
<p>MP REGIONAL MANAGING PARTNER</p>	<p>REGIONAL LEADER Oversees and develops Local Circle Leaders</p>	SALARY	<p>8+ / 6+ GOAL/MO / MIN/MO</p>
<p>EL EXPANSION LEADER</p>	<p>SENIOR LEADER Expands agent count in Circles</p>	BONUS + REVENUE SHARE	<p>8+ / 6+ GOAL/MO / MIN/MO</p>
<p>CL LOCAL CIRCLE LEADER</p>	<p>DIRECT LEADER Oversees and develops agents in their Circles</p>	5% of company dollar	<p>1+ / 4 GOAL/MO / MIN/YR</p>
<p>PB PRINCIPLE STATE BROKER</p>	<p>STATE COMPLIANCE LEADER Oversees state compliance and Local Managing Brokers</p>	1% of company dollar for all Circles in your state	<p>1+ GOAL/QTR</p>
<p>MB LOCAL MANAGING BROKER</p>	<p>COMPLIANCE LEADER Oversees compliance and contracts for agents in their Local Circles</p>	3% of company dollar	<p>1+ GOAL/QTR</p>

NOTE: Agents are considered producing when they have closed a minimum of 8 homes in the last 12 months.

You can BUILD YOUR INCOME AS A LEADER



NOTE: In some cases, the Local Circle Leader is also the Local Managing Broker.



VISION STATEMENT

To change the lives of the communities we serve through abundant giving.

OUR CORE VALUES

- 1 Think win/win
- 2 Be a go getter
- 3 Follow up & follow through
- 4 Address issues head on
- 5 Do the right thing
- 6 Let your yes be yes and no be no.
- 7 Drive the bus, land the plane.



At CANZELL, God made us all different, and that's what makes us great. We use each of our unique differences and backgrounds, experiences we have had and perspectives on life to create an inclusive environment. This allows us to provide an excellent home buying and home selling process for everyone.

In addition, CANZELL is committed to creating a diverse work environment and is proud to be an equal opportunity employer for our agents and our employees. All qualified applicants will receive consideration to join our company without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

To learn more about CR, visit:

joincanzell.com