



← Will Chance (Jeff's son) is training with the US Rowing Team

When Jeff Chance thinks of teamwork, he can't help but think about rowing. That's because his son Will spent 4 years on the Princeton rowing team and he's now training with the US Rowing Team. The discipline, focus, and precision of rowing also apply to the day-to-day demands of our business:

WHEN DONE RIGHT, ROWING APPEARS EFFORTLESS

Like title work, only you and your teammates know that getting to the closing room isn't always smooth sailing. When you are part of a crew, coordination and timing is everything. When rowing with others, the object is to perform at your maximum capacity for the duration of a race, doing your specific job to the best of your ability in the boat. This sense of unity is challenging, but ultimately rewarding when it is felt by the entire crew. Imagine the chaos if our team didn't collaborate with abstracting on files, deliver on agreed upon dates, or stick to operational procedures. We must have confidence in our team's ability to take on that responsibility together. At the same time, we need to encourage and inspire each other to make a difference together.

YOU CAN'T WIN THE RACE ALONE

People of all ages and walks of life row together. While we are all different, we have something in common: we all want to move this boat forward. And we want to make sure nobody capsizes the boat, regardless how hot the weather is! You can apply the same principles at work. We have different roles, responsibilities and viewpoints, but we all have a common goal. We have to work together to achieve this goal.

FOCUS ON THE ESSENTIALS AND DON'T GIVE UP

Crew members are taught to clear their mind and concentrate on what's most important. Your mind could wander, but it's ultimately focused on moving the boat with perfect and harmonious strokes up and down the water. Of course, there's time for laughter and breaks, but working as a team requires endurance that comes from focus and training. That endurance is what enables our team to move files along and it's the reason realtors, lenders, buyers and sellers keep returning.

EVEN THE BEST TEAMS NEED ADJUSTMENTS

In a row crew, eight people are pulling as hard as they can to make a 62-foot rowing shell that's only 21 inches wide move as fast as it can down a narrow course, all while facing BACKWARDS! Corrections must be made for wind, current, and pressure. The trick is to act quickly and make adjustments as needed. If you wait too long, you'll lose the race. Now imagine if just one rower is unengaged and stops rowing. Or maybe a few of the rowers are complaining and the effective rowers are doing double-time. When all of the rowers are exhausted (or in this case the few who are rowing), they depend on the leader (the rowing term is "coxswain") for motivation and the determination to win; to add that extra bit of strength they need to keep going. In turn, rowers help the coxswain by keeping their focus on what's happening in the boat. They can't see where the boat is headed and need to trust their leader. Adjustments are necessary in our business too - whether it's assisting a busy co-worker or changing roles due to a change in work volume.

THE FINISH LINE

Like rowing, working together in unison will get us to the finish line smoother, faster and looking like champs!

**INDIVIDUAL
COMMITMENT
TO A GROUP EFFORT - THAT IS
WHAT MAKES A TEAM WORK.**