THIRD-LEVEL SECRETS OF TOP PRODUCERS

ROBERT A. POTTER



THIRD-LEVEL SECRETS OF TOP PRODUCERS

ROBERT A. POTTER



Copyright © 2008 by Robert A. Potter. All rights reserved.

Published by John Wiley & Sons, Inc., Hoboken, New Jersey Published simultaneously in Canada

No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, scanning, or otherwise, except as permitted under Section 107 or 108 of the 1976 United States Copyright Act, without either the prior written permission of the Publisher, or authorization through payment of the appropriate per-copy fee to the Copyright Clearance Center, Inc., 222 Rosewood Drive, Danvers, MA 01923, (978) 750-8400, fax (978) 646-8600, or on the web at www.copyright.com. Requests to the Publisher for permission should be addressed to the Permissions Department, John Wiley & Sons, Inc., 111 River Street, Hoboken, NJ 07030, (201) 748-6011, fax (201) 748-6008, or online at http://www.wiley.com/go/permissions.

Limit of Liability/Disclaimer of Warranty: While the publisher and author have used their best efforts in preparing this book, they make no representations or warranties with respect to the accuracy or completeness of the contents of this book and specifically disclaim any implied warranties of merchantability or fitness for a particular purpose. No warranty may be created or extended by sales representatives or written sales materials. The advice and strategies contained herein may not be suitable for your situation. You should consult with a professional where appropriate. Neither the publisher nor author shall be liable for any loss of profit or any other commercial damages, including but not limited to special, incidental, consequential, or other damages.

For general information on our other products and services or for technical support, please contact our Customer Care Department within the United States at (800) 762-2974, outside the United States at (317) 572-3993 or fax (317) 572-4002.

Wiley also publishes its books in a variety of electronic formats. Some content that appears in print may not be available in electronic books. For more information about Wiley products, visit our web site at www.wiley.com.

Library of Congress Cataloging-in-Publication Data:

Potter, Robert A., 1955-

Selling real estate services : third level secrets of top producers / Robert A. Potter. p. cm.

Includes bibliographical references.

ISBN 978-0-470-37596-9 (cloth)

1. Real estate business-Handbooks, manuals, etc.
I. Title.

HD1375.P667 2008

333,33068'8-dc22

2008016814

Printed in the United States of America.

10 9 8 7 6 5 4 3 2 1

To Amy, Mike, and Matt: Everything I do is for and because of you. To my clients and students: Thank you for teaching me. To my friends and colleagues: Thank you for your input and support.

Contents

PART I		It's About Winning: Why You?	1
		Airbag versus Differentiator	2
Chapter	1	Third-Level Selling	5
		Vendor Differentiation versus Client Differentiation	5
		Level 1: Vendors Pitch (Airbags) Level 2: Preferred Providers Position Their Offering	10
		Against the Competition's	13
		Third-Level Selling: Strategic Partners Differentiate	
		on the Client	14
		Deliberate Practice: Are Great Sales People Born	
		or Made?	16
		Deliberate Practice for Third-Level Selling	19
Chapter	2	How (and Why) Clients Choose You	21
		How Clients Choose You	22
		Client Differentiators	24
		Vendor Differentiators	25
		Standard Life Investments Real Estate (SLIRE)	
		Example	28
		Pick Your Battles	33
		Deliberate Practice: How (and Why) Clients	
		Choose You	35
Chapter	3	Navigating From Vendor (Level 1) to Preferred	
		Provider (Level 2)	37
		Search Phase: Level 1 - Pitch to Get Invited!	37
		Screening Phase: Level 2 - Position versus	
		Competition	39
		Position Difference, Preference, and Proof	43

viii Contents

		Harvesting Specific Testimonials	47
		Rank as Proof	48
		Experience Is Simply the Name We Give Our	
		Mistakes. (Oscar Wilde)	49
		Best Outcome	50
		Congratulations! You Made the Short List	
		of Preferred Providers	53
		Deliberate Practice: From Vendor to	
		Preferred Provider	56
PART II		Third Level: From Preferred Provider	
		to Chosen Partner	59
		Client Eyes	59
		Deliberate Practice: Third-Level Client Profile	64
Chapter	4	Accelerating Personal Relationships	67
_		Find Common Ground to Accelerate	
		Relationships	71
		The Relationship Game: Three to Five Questions	
		to Uncover "Amazing Stories"	71
		Deliberate Practice for Accelerating Relationships	78
Chapter	5	Accelerating Professional Relationships	79
		"We Research the Hell Out of Them"	80
		Raise the Flashlight	81
		What's Changed? The Ultimate Strategic Question	83
		Looking for CID	84
		Give-and-Take Questions	86
		Gaining Agreement to Explore Solutions	87
		Deliberate Practice to Accelerate Professional	
		Relationships	89
Chapter	6	Finding Project/Property Difference	91
		"Our Brokers Need to Know our Buildings Better	
		Than We Do."	95
		"Because You Didn't Ask"	96
		Start the Project before the Mandate	97
		Deliberate Practice: Project/Property	
		Differentiation	99

	•
Contents	1X

Chapter 7	Finding and Aligning to Client Preferences Previous Experience Educating Client Concerns What Could Go Wrong? Client Visions Your Competition Unhooking an Incumbant Competitors Deliberate Practice: Finding Differences in Client Preferences	101 102 103 105 106 107 109
Chapter 8	Finding and Aligning to the Client's Decision Process Deliberate Practice: Find and Align to the Decision Process	113
Chapter 9	Third-Level Proposals and Presentations From Vendor-centric to Client-centric Third-Level Presentations Are Client-centric Deliberate Practice: Third-Level Proposals and Presentations	119 119 120 128
Chapter 10	Pricing and Third-Level Negotiation We Lost on Price? "Who Would You Choose If Prices Were The Same?" Third-Level Negotiating Deliberate Practice: Pricing and Third-Level Negotiation	131 132 133 134 140
PART III	Winning without Competition	141
Chapter 11	Third-Level Client Satisfaction Highly Satisfied (versus Satisfied) Clients	143
	Twice as Loyal Take Care of It (Satisfied) and Take Care of Me (Highly Satisfied) Referral: The Best Measure Client Advocates: Taking Care of You Deliberate Practice: Delighting Clients	143 146 149 150 151

x Contents

Chapter 12	Winning in the Invisible Market	153
	Invisible Market Danger: Unqualified Clients	155
	Does This Client Have the Problems You Solve?	159
	Finding and Aligning to the Service Decision	161
	Deliberate Practice: Winning in the Invisible Market	166
Chapter 13	Managing Third-Level Selling Skills	169
	Track Performance Metrics to Drive Third-Level	/
	Best Practices	170
	Coaching Results Not Just Behavior	173
	Call Preparation and Momentum	
	Recommendations	177
	Call Review and Diagnostics	178
	Coaching Presentations and Recommendations	179 180
Chapter 14	Final Thoughts	181
	Get with Clients	183
	Enlightened Self-Interest	184
Appendix 1:	BCCI Value Proposition	187
Appendix 2:	Company Message Acceleration Example	191
Appendix 3:	Client Profile	195
Appendix 4:	Client Profile with Questions	197
About the Au	uthor	199
Index		201

It's About Winning: Why You?

Congratulations! You made the short list of preferred real estate service providers. The client has decided to design, build, buy, sell, lease, manage, furnish, or finance a property. Now they need to choose the one service provider who will help them get the best outcome with the least risk, effort, time, and fewest surprises. Why should they choose you?

Most sales books and sales training programs teach you how to sell your product or service, but not how to compete and win in the real estate services arena. They teach you how to ask questions, uncover needs, and then position your product or service as a solution. But what happens when the client has already decided to use the products or services that you and your competitors sell, and they are just deciding which service provider to use? They are no longer deciding to use your service. They are simply asking, "Why should I choose you over your best competitor?"

Let's say you are among three competitors selected to present your case in person and answer the client's one remaining question: Why you? Whoever answers that question best in the eyes of the client wins. The others lose. How much do you get paid if you finish second in competition?

So what is the single most important advantage that you would like to communicate as to why this client should choose you over your best competitor?

Is it your experience, your people, or is it your process? Is it the way you listen, customize solutions, or add value? Now ask yourself if any of your competitors can say something that the client perceives as similar. If so, then your offer is what I refer to as an "airbag," an important but undifferentiated offer. Let me explain.

AIRBAG VERSUS DIFFERENTIATOR

If a car salesman enthusiastically told you to buy his car because it had airbags, would you buy it? Certainly not based on that information alone. It is not that airbags are not important. You probably would not buy a car without airbags, but you would not base your choice on something that everybody offers (see Figure PI.1).

"They all say the same thing..."

Airbags: "...more experienced, bigger, knowledgeable, committed, have more offices, more people, work harder, try harder, listen better, customize our solutions, expertise, international platform, put our customers first, create value, know the market better, faster, better, a total solution provider, blah, blah, blah, blah, blah..."

Figure PI.1 Are You Pitching Airbags?

You may be surprised to discover that you, too, are pitching airbags, which is making it more difficult for clients to choose you. Most of the words that you use to sell your services are very similar to words your competitors use. It is not that your airbag message about your experience and capabilities is not important. The client would not have invited you to compete without those capabilities. It's just that those words don't help the client choose you because they don't differentiate you from your competitors. You may believe that you are better, but how does the client know that if you can't communicate it.

If you don't know or can't explain how you are different and better, then clients will be less inclined to:

- See you,
- Listen to your pitch,
- Share their problems,
- Value your services,
- Choose you over competition,
- Pay you what you are worth, or
- Recommend you to others.

Do you have a compelling value proposition? The lack of a clear and compelling preference value proposition is the single biggest source of career dissatisfaction. It makes your job more difficult and threatens your success.

As real estate markets mature and competition increases, the perceived differences between you and your best competitors decrease. You are probably feeling increasingly commoditized as clients begin to view you and your competitors as pretty much the same. Your win rate may be decreasing. More decisions are being made on price, and competitors are "buying" the business

Non Differentiated Offer

If you cannot clearly communicate your value, prospective clients will be less inclined to:

- Meet & Listen
- Share & Explore
- Agree & Commit
- · Choose you
- Pay you
- Recommend you

Figure PI.2 Nondifferentiated Offer.

with low-ball bids. But you also may be the victim of your own loss of identity because your message has not evolved with your client's increased choice.

But winning goes well beyond a rational message. As the competition advances into its final stages, it's more the emotional differentiators—trust, confidence, commitment, and passion—that drive choice among finalists.

The objective of Third-Level Selling is to help you find value in the minds of your clients and then align and communicate a client-centric value proposition in order to make it easier for them to choose you.

We will do that by showing how and why clients choose among alternatives and how elite commercial real estate providers build preference and partnership. The bottom line is that you will win and retain more clients.

Third-Level Selling

When buying your real estate services, do prospective clients view you as a vendor, a preferred provider, or a strategic partner?

Vendors pitch their capabilities. Preferred providers position against competition. Third-Level providers build a partnership with clients.

Elite real estate service providers, the top 5 percent, have the biggest and most profitable clients. They rarely compete on price, and they do well in good and bad markets. What do these elite providers do differently than the rest of us to win new clients and retain the ones they have?

The short answer is that they engage clients at a deeper personal and professional level, a Third-Level that leads to greater success and career satisfaction and less price competition. In this book we will identify and then show you how to master the attitudes and communication skills these elite providers employ to build strategic partnerships, win new business, and retain committed clients.

VENDOR DIFFERENTIATION VERSUS CLIENT DIFFERENTIATION

From the client's perspective, top competitors pretty much look the same. On the other hand, clients feel that their situation, project, property, people, preferences, and process are unique. Most professionals who sell real estate services are wasting time trying to force clients to recognize and value increasingly nuanced differences in their capabilities (I call this "vendor differentiation.") Elite, Third-Level service providers create client preference by finding and aligning to what is unique about the client, the project, client preferences, and process (I call this "client differentiation.")

Once clients narrow their options to a short list of highly capable alternatives, nuanced differences in capabilities cease to be a factor in their final choice. At this level everybody is qualified. Instead, clients want to work with someone they know and trust, someone who knows *their* industry, *their* market, *their* company, *their* situation, *their* property, *their* preferences, and *their* process better. In other words, instead of wanting to know more about you, they want *you* to know more about them. They don't want to work with a vendor. They want to work with a strategic partner. If you can find and align to that uniqueness, the client will view you as a strategic partner and not just another vendor.

A Tale of Three Landscape Architects

I can demonstrate Third-Level Selling on a small scale with a personal experience. My wife and I decided to remodel our backyard. We had lived in our house in Marin County near San Francisco for 16 years. When we moved there, our first child was two years old, and we initially designed the yard for little children. Now with an 18-year-old and a 13-year-old, we had clearly outgrown the yard.

We wanted a yard that had a pool, a grill area, a sport court, and lots of room for my wife's roses. We were advised to use the services of a landscape architect because otherwise, we were told, there was a risk we would lower the value of our property if we didn't do it right.



Figure 1.1 Old Backyard.



Figure 1.2 Then, Son Mike, Age 2 with Mom, Amy.



Figure 1.3 My Son, Mike Now.

Since I did not know any landscape architects, we did what most clients do. We got referrals from friends and invited a short list of three top professionals to meet with us. The way these three service providers competed for our business illustrates the major themes in Third-Level Selling. See if you can identify the approach that most closely resembles yours.

The Vendor-Pitched Capabilities

When the first provider came over, we sat at the kitchen table where we looked through his brochure and asked him questions. He showed us some great pictures, gave us some good ideas, and made us feel he was well qualified. Unfortunately, he was also very expensive, which caused us to rethink the whole venture, but we continued.

The Preferred Provider Positioned Against Competition

The next day the second landscape architect came by. Once again we sat at the kitchen table to review her brochure. There were great pictures, good ideas, and solid qualifications. She told us how she was different and better than her competitors. She said her clients liked the way she managed the process and that her way of working would mean less work for my wife and me. She also showed us a chart that indicated that she did more projects than anyone in our area, and she provided some nice testimonial letters.

I preferred her over the first vendor because she could potentially reduce my workload and because she had done more work in our area. However, I could not tell if she was really better than the first guy or just better at presenting her capabilities. But at

least now we had two capable providers, which would give me some price or service leverage. If her price were similar to the first architect's price I reasoned, then I would choose her.

The Third-Level Provider Established a Partnership by Differentiating on Us

Instead of sitting at the kitchen table, the third landscape architect asked if we could walk around the backyard. While doing so, he asked how long we had lived in the house, where we came from, how many kids we had, what ages, boys or girls, what sports they played, how my wife and I liked to entertain, how the neighbors felt about outdoor music, and whether there would be little children in the yard.

He asked how we liked the large willow tree that covered the yard, and did we know how much its leaves and roots would impact the pool. He told us that he was able to look up our property at the county office before coming over. He said we had a drainage easement that would require a 10-foot setback, which would change the preferred location of the pool.

When we told him there would occasionally be little children in the yard, he suggested putting an automatic cover on the pool for safety. That would also dictate the shape of the pool.

He asked us about budget and time frame. He continued this for about 45 minutes. We then worked together to draft a rough plan of the yard, and he gave us a range of prices and alternatives.

Whom do you think we chose?

Interestingly, the last provider never showed us a brochure. Nor did he discuss his capabilities. He didn't have to. We could tell by his questions that he was quite capable. He spent all of his time finding out about and then aligning to what was unique about