

PROPERTY MARKET Q4 16 REVIEW

2017 OUTLOOK JLL

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What is the outlook for JLL capital markets? Our Investment Outlook in Summary
Clarity across markets has been in short supply amid stickier than expected inflation, rising interest rates and recession risk. Central banks' progress in stemming inflation became evident toward the end of 2023.

What is the top salary at JLL?

How prestigious is JLL? CHICAGO, Jan. 31, 2024 /PRNewswire/ -- JLL (NYSE: JLL) has been again named to Fortune's World's Most Admired Companies list. The list is a major authority on corporate reputations compiled each year by Fortune and Korn Ferry through a survey of global executives, directors and analysts.

How is JLL doing financially? Net income attributable to common shareholders was \$150.5 million for the six months ended June 30, 2024, compared with a net loss of \$6.7 million last year, and Adjusted EBITDA was \$433.4 million this year, compared with \$338.0 million in 2023.

Is JLL laying off employees? JLL is preparing for another round of layoffs in the wake of weak performance during the fourth quarter of 2022, the company said Tuesday. JLL reported a 59% drop in net income for Q4 2022, from \$421M a year earlier to \$175M.

What is the stock price forecast for JLL? JLL Stock 12 Month Forecast Based on 5 Wall Street analysts offering 12 month price targets for Jones Lang Lasalle in the last 3 months. The average price target is \$254.20 with a high forecast of \$268.00 and a low forecast of \$240.00. The average price target represents a -1.87% change

from the last price of \$259.04.

How much does JLL Capital markets pay analysts in San Francisco? The average Analyst base salary at Jones Lang LaSalle is \$105K per year.

Sources of the River, 2nd Edition: Tracking David Thompson Across North America

Question 1: Who was David Thompson and why is he significant? Answer: David Thompson (1770-1857) was a renowned British-Canadian explorer and cartographer who played a crucial role in mapping the vast wilderness of North America. His expeditions in the early 19th century significantly expanded the understanding of the continent's geography and paved the way for westward expansion.

Question 2: What is the scope of "Sources of the River, 2nd Edition"? Answer: The updated edition of "Sources of the River" is a comprehensive account of David Thompson's explorations and the enduring legacy of his work. It traces his journeys across the continent, from the Pacific Northwest to the Great Plains, highlighting his achievements and the impact of his discoveries.

Question 3: How does the book reveal Thompson's contributions to cartography? Answer: "Sources of the River" provides an in-depth examination of Thompson's meticulous mapping techniques and the accuracy of his observations. The book showcases his innovative use of celestial navigation and his detailed descriptions of rivers, mountains, and other geographic features.

Question 4: What new insights does the 2nd edition offer? Answer: The 2nd edition incorporates the latest research and analysis of Thompson's expeditions. It includes updated maps, annotations, and expert commentary that shed new light on his discoveries and the challenges he faced. The book also explores the cultural significance of his interactions with Indigenous communities.

Question 5: Why is Thompson's legacy still relevant today? Answer: David Thompson's contributions to North American cartography continue to inform our understanding of the continent's history and geography. His maps provided a vital framework for settlement, commerce, and conservation efforts. His legacy as an

explorer and a visionary remains an inspiration for those who seek to uncover the mysteries of the natural world.

Slanzi Diesel Engines: Questions and Answers

Slanzi is a renowned Italian manufacturer of diesel engines, widely known for their reliability, efficiency, and performance. Here are some frequently asked questions and answers about Slanzi diesel engines:

1. What are the applications of Slanzi diesel engines?

Slanzi diesel engines are versatile and can be used in a wide range of applications, including:

- Marine propulsion
- Power generation
- Construction equipment
- Industrial machinery
- Agricultural machinery

2. What is the power range of Slanzi diesel engines?

Slanzi diesel engines offer a wide power range, from 16 to 4,500 kW. This allows them to meet the varying power requirements of different applications.

3. What are the advantages of Slanzi diesel engines?

- **Reliability:** Slanzi engines are engineered to withstand harsh conditions and provide long-term operation.
- **Efficiency:** The engines are designed to maximize fuel efficiency, reducing operating costs.
- **Performance:** Slanzi engines offer exceptional power output and torque for optimum performance.
- **Compliance:** The engines comply with all relevant emission and environmental regulations, ensuring minimal environmental impact.

4. Are Slanzi diesel engines available in various configurations?

Yes, Slanzi diesel engines are available in various configurations, including:

- Inline engines
- V-type engines
- Supercharged and turbocharged models
- Dual-fuel and hybrid options

5. Where can I purchase and service Slanzi diesel engines?

Slanzi diesel engines are available through authorized distributors worldwide. These distributors provide comprehensive sales, support, and service to customers.

Why Incentive Plans Cannot Work: A Harvard Business Review Perspective

Can Incentive Plans Motivate Employees?

Incentive plans are often implemented to motivate employees to perform better. However, research shows that such plans can be ineffective or even counterproductive.

Why Do Incentive Plans Fail?

1. **Extrinsic Motivation:** Incentive plans create extrinsic motivation, which relies on external rewards to drive behavior. This can undermine intrinsic motivation, which stems from enjoyment and a sense of purpose.
2. **Distraction and Displacement:** Incentive plans can distract employees from their core tasks, as they become focused on meeting targets. This can lead to a displacement of effort towards activities that are rewarded, even if they are not the most valuable.
3. **Demotivation:** When employees perceive incentive plans as unfair or arbitrary, it can lead to demotivation and resentment. This can create a negative work environment and hinder collaboration.
4. **Competition and Conflict:** Incentive plans can foster competition and conflict among employees, as individuals compete for rewards. This can erode teamwork and create a toxic work culture.

5. **Unintended Consequences:** Incentive plans can have unintended consequences, such as inflated performance targets, ethical issues, and increased bureaucracy.

Conclusion

Incentive plans may seem like an effective way to motivate employees, but research suggests otherwise. Instead of relying on external rewards, organizations should focus on creating a workplace that fosters intrinsic motivation, provides meaningful work, and offers opportunities for growth and development. By addressing the underlying factors that drive employee engagement, organizations can achieve sustained high performance without the negative consequences associated with incentive plans.

[*sources of the river 2nd edition tracking david thompson across north america, slanzi diesel engines, why incentive plans cannot work harvard business review*](#)

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