

ANNUAL CONFERENCE 2024

28 MAY 2024 | ATHENS, GREECE

From Boomers to Gen Z: How is Real Estate Responding to Demographic Trends?



Greece/Cyprus





The Urban Land Institute is a global, member-driven organisation comprising more than 40,000 real estate and urban development professionals dedicated to advancing the Institute's mission of providing leadership in the responsible use of land and creating and sustaining thriving communities worldwide.

ULI's interdisciplinary membership represents all aspects of the industry, including developers, property owners, investors, architects, urban planners, public officials, real estate brokers, appraisers, attorneys, engineers, financiers, and academics. Established in 1936, the Institute has a presence in the Americas, Europe, and Asia Pacific regions, with members in 76 countries.

europe.uli.org

Welcome

Welcome to the ULI Greece & Cyprus Annual Conference. We are pleased to host prominent international experts and influential industry leaders to discuss the way in which innovation and new economic models are affecting cities, urban development, and real estate. We invite you to join the conversation, challenge conventional assumptions, and most of all enjoy the event.

ULI extends its gratitude to the speakers, committee members, and generous supporters who have made this event possible.

The event will be hosted in English.

ULI Greece & Cyprus Executive Committee

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Managing Director,
Santikos Collection

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Hines Europe Ltd

Sofia Faltseta
Director, Public Properties
Company

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Belong to a community committed to exchanging ideas, experiences, and sharing best practices in an atmosphere of trust and open sharing.

More information: europe.uli.org/join or contact europemembership@uli.org

Full Conference Program

09.15 **Registration and Welcome Coffee**

Welcome and introduction

09.45 **Konstantinos Santikos**, Managing Director, Santikos Collection | Chair, ULI Greece & Cyprus

Keynote: Understanding of the issue / Trends & implications

09.50 **Paul Cheshire**, Professor of Economic Geography, Programme Director, LSE London School of Economic

Presentation: Local demographics. The urban challenges.

10.15 **Fay Makantasi**, Research Director, diaNEOsis

Panel discussion: Relevance of trends on living sectors

10.30 **Adamantia Phoca**, Chair of RICS Board, Greece
Dr. Evangelia Crysikou, RIBA, Associate Professor, the Bartlett Real Estate Institute UCL. National Accessibility Authority of Greece. ULI Life Sciences and Healthcare Council Leadership Committee Member. Vice-President of the Urban Public Health Section, EUPHA
Fay Makantasi, Research Director, diaNEOsis
Moderator: Ioannis Orfanos, Partner, Arbitrage Real Estate

11.10 **Recharge and network: Coffee break**



Case studies: New household dynamics

1. Presentation and fireside chat

Will Johnston, Executive Director, MicroLife Institute (online)
Moderator: Konstantinos Papadopoulos, Founder and Director, Resi Company

11.35

2. Presentation

Thibault Weston Smith, Co-Founder, Crayon Partners
Moderator: Konstantinos Santikos, Managing Director, Santikos Collection | Chair, ULI Greece & Cyprus

Panel Discussion: Capital markets: investing in new housing

12.15 **Konstantinos Sotiropoulos**, Senior Director, Investment & Development Central Europe, Greystar
Pavlos Gennimatas, Managing Director, Hines Europe
Moderator: Eri Mitsostergiou, Founder and CEO, Foresight Real Estate Experts

12.55 **Final thoughts: Closing remarks**

13.00 **Drinks, Light Lunch & Networking**



Conference Speakers

Adamantia Phoca

Chair, RICS

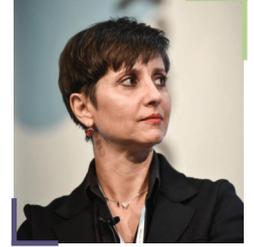
Adamantia has over 20 years of strong property background and experience in Real Estate Consulting, Valuation and Development. She specialises in the hospitality, mixed use, tourism and leisure sectors with a vast international experience acquired in numerous countries in the world. She is a Senior Business Development Manager responsible for the Hospitality, Leisure, Healthcare, Education, and Alternative Residential Projects within 'The Ellinikon', a major regeneration project in the south suburbs of Athens. Previously, Adamantia worked as a Director for CBRE in Greece where she set up and was responsible for the department of Hospitality and Special Assets, while she has also held senior managerial roles in the HVS London and Athens offices. Adamantia started her career in 2003 as a Valuation analyst with Lambert Smith Hampton-Axies S.A. (now CBRE Greece), where she later became Valuation Quality Control Manager. Underlying her experience, Adamantia holds a Bachelor's Degree in Economics from the Athens University of Economics and Business. She also holds a Masters in Land Management and a Certificate in Real Estate Investment and Finance, both from the University of Reading. Adamantia is a certified property Valuer and a member of the Royal Institution of Chartered Surveyors (RICS) since 2005. She has passionately been involved in RICS public matters as an RICS Assessor since 2010 and Licensed Assessor Trainer and has served as a member of the RICS Hellas Board (2013-2016), a member of the RICS Continental European Educational Standards Board based in Frankfurt (2013-2015), as well as a member of the RICS Membership Working Group in London (2014-2020). Adamantia has recently been selected for the dual role of the Chair of the RICS Board in Greece (2023-2026) and the representative for Greece and Cyprus on the European World Regional Board of the RICS (2023-2026). Adamantia has also served as a member of the ULI Executive Board (2017-2019) and is a member of the Greek Registry of Certified Valuers. Occasionally, she lectures on subjects such as Valuation and Hospitality in various educational institutions in Greece.



Eri Mitsostergiou

Founder and Chief Executive Officer,
Foresight Real Estate Experts

Eri has over 25 years of extensive experience as an international property analyst, specializing in European and global research and consultancy. Formerly the World Research Director at Savills until March 2024, she spearheaded the company's thought leadership program. Leveraging her extensive experience, Eri established Foresight Real Estate Experts, her own advisory firm, in April 2024. Her expertise lies in providing strategic guidance to clients in their real estate investment decisions. Eri actively shares her insights through various platforms such as conferences, webinars, podcasts, and blogs. A qualified Architect, Eri holds a distinguished academic background, including an MSc in European Property Development and Planning, and an Investment Property Forum Diploma from City Business School. She has demonstrably championed industry leadership, serving as Chair of ULI Greece and Cyprus National Council, and remains actively involved in the Executive Committee. Eri is also an engaged member of the LeanIn Circle, advocating for women professionals in the real estate sector in Greece. Eri's global perspective is enriched by her experience living and working in London, Amsterdam, Bucharest, and Athens. Fluent in Greek, English, Italian, and German, with a working understanding of Spanish, Dutch, and Romanian, she excels in cross-cultural communication.



Fay Makantasi

Research Director, diaNEOsis

Fay is the Research Director of diaNEOsis. She has taught Microeconomic Theory and Game Theory at Athens University of Economics and Business (AUEB) and Principles of Economics at Hellenic Open University (HOU). She completed her PhD thesis on a game theoretic approach of international trade at AUEB. As a Postdoctoral Fellow she focused on public sector reform in Greece, the country's export performance and the measurement of its human capital. During her studies she awarded grants for excellence and research from the Greek State Scholarships Foundation (IKY), the Bank of Cyprus, the Georgios and Victoria Karelia Foundation, the AUEB, the European Research Funding Program - "Heracleitus II". She has recently received a research grant from the Hellenic Observatory of LSE on intelligent modeling of e-Government initiatives in Greece. Her research has been published in international journals and she has presented her work in national and international conferences. She has also co-authored and edited socio-economic research about Greece's exit from the crisis and its modernization.



Dr Evangelia Chryssikou

RIBA

Associate Professor, Bartlett Real Estate Institute UCL,
Founder and Programme Director MSc Healthcare Facilities.
Medical architect (architect and healthcare planner).
Recipient of prestigious research grants (Horizon H2020, Wellcome, British Academy, Sasakawa Foundation, Royal Society of New Zealand, Onassis Foundation, etc.) and 2 Marie Curie Fellowships. Member of the National Accessibility Authority, Greece. Founder and owner of the multi-awarded practice SynThesis Architects. Involved in consultancy and policy such as collaboration with the Greek Ministry of Health and the Centre of European Constitutional Law on mental health facilities legislation, the European Innovation Partnership on Active and Healthy Aging, the Japanese Ministry of Foreign Affairs on infectious diseases and the UK Government – Reconstruction Mechanism of Peru executive training on hospital planning on the aftermath of El Niño. Vice-President, Urban Health Section, EUPHA. ULI Life Sciences and Healthcare Council Leadership Committee. AfH executive committee. Author of books and scientific publications on healthcare environments.



Conference Speakers

Konstantinos Sotiropoulos

Senior Director, Investment and Development Central Europe, Greystar Europe Holdings Limited

Senior Investment Director for Central Europe, Greystar Konstantinos joined Greystar Europe in 2016, first in London and then in the Hague. He currently oversees the Greystar Netherlands, Germany and Austria Development teams, leading on deal sourcing, execution and delivery of build to rent and student housing deals. Konstantinos has a track record in the successful capitalization and development of 3,800+ residential/student units and 320,000 sq. ft. of commercial space, with a total cap of over €1.5bn, working with global institutional capital partners. Before Greystar, Konstantinos worked at BP's Strategy and Business Development team for two years, coordinating the company's global aviation fuel business strategy and investment/divestment initiatives. Previously, he worked as summer Associate at CarVal investors and before that he worked for four years at Mott McDonald as civil and structural engineer in large scale infrastructure projects in the UK, including Crossrail (£18bn) and London 2012 Olympics (£9bn), as well as mixed use developments in the UAE. Konstantinos graduated with First Class Master's in Engineering from Imperial College, is qualified as Chartered Engineer CENG MICE and holds an MBA from London Business School.



Ioannis Orfanos

Partner, Arbitrage Real Estate

Founding Partner of Arbitrage Real Estate SA, a leading real estate advisory and development management firm and also exclusive affiliate of Colliers International in Greece and Cyprus. Ioannis is a seasoned real estate professional with 20 years of experience in investment management and capital markets with a strong track record. He is currently working with major investors, corporates, hoteliers and leading financiers to originate, underwrite and manage value add and (re)development investments in mixed use and hospitality real estate in Greece and the rest of SE Europe. He also leverages his expertise in ESG strategies to create sustainable value in property portfolios. In the past, Ioannis worked in London for Europa Capital as an Asset Manager for its development investment portfolio and Deloitte in its Real Estate Corporate Finance practice. He has also worked for Citigroup in Rome. He studied Civil Engineering in NTU of Athens and holds an MBA from ESCP Europe in Paris and an MSc in Construction Economics & Management from UCL.



Paul Cheshire

Professor of Economic Geography, Programme Director, LSE - London School of Economics

Paul Cheshire is Professor Emeritus of Economic Geography at the London School of Economics. His research has focused on urban growth in Europe, urban land and housing markets and the economic effects of land use planning. He is the author/editor of 12 books and more than a 150 journal articles. He has acted as consultant to governments and international organisations: these include the World Bank, The UN, The OECD, The European Commission and the government of New Zealand as well as several UK government departments. He was an advisor to both Barker Reviews of planning and a Board member of the National Housing and Planning Advisory Unit. Most recently he was specialist advisor to the House of Lords Select Committee on the Built Environment for its enquiry into how to meet the demand for housing. He is an elected Fellow of the Academy of Social Sciences and of the Weimer School of Advanced Studies in Real Estate and Land Economics. He was President of the European Regional Science Association 2006-09 and a member of the Executive Committee of the UK ULI from 2013-18. He won the Royal Economic Society's Best Paper prize for 2004, the European Real Estate Society's Best Paper Prize in 2007 and the EIB-ERSA Lifetime Achievement Prize in 2009. He was awarded a CBE for services to economics and housing in 2017. He has frequently been interviewed for TV and Radio in both the UK and abroad and his work has frequently been discussed in the press: for example the New York Times, Financial Times, London Times or El Pais.



Pavlos Gennimatas

Managing Director, Hines Europe Ltd

Pavlos Gennimatas joined Hines in 2016 and is currently the Managing Director of the European Living team, advising on a wide range of investment and development projects, including build-to-rent and alternative living subsectors. In his current role, he has strategically driven strong investment for the Living sector, which stands at a current GDV of €10+bn. In his previous role at Hines, Pavlos worked in the Investment Management team for a Pan-European separate account. Prior to Hines, Pavlos was the Investment and Development Director for a boutique residential developer in Greece. Pavlos holds a Master's in Real Estate Development from Columbia University, an MBA from Cass Business School and an MEng in Civil Engineering from the University of Thessaly. He is also a member of RICS and the Co-Chair of the ULI Living Council.



Conference Speakers

William Johnston

Executive Director, MicroLife Institute

William Johnston, a visionary luminary and trailblazer in the realm of micro living, serves as the esteemed Founder and Executive Director of the MicroLife Institute. Throughout the past decade, his astute leadership has ushered in a paradigm shift, catalyzing pivotal policy reforms and fostering widespread acceptance of micro structures across the Southeastern region. With an unwavering commitment to the cause, he has orchestrated a symphony of transformative initiatives, spanning immersive events, groundbreaking projects, educational endeavors, and resounding advocacy. Under his stewardship, the MicroLife Institute has achieved global recognition for its pioneering pilot endeavor, The Cottages on Vaughan, which garnered the esteemed Innovative Development Award from the Atlanta Regional Commission in 2021. In 2022, this trailblazing project received the prestigious Jack Kemp Excellence Award for its outstanding contributions to Workforce and Affordable Housing. Subsequently, MicroLife has secured an impressive \$5 million in grants to advance novel housing initiatives within the Atlanta metropolitan area. Moreover, the Institute is at the forefront of pioneering online asynchronous courses designed to empower both novices and experts, facilitating a deeper understanding of housing dynamics and the imperative need for progressive zoning laws that foster enhanced urban connectivity and walkability. At the core of Mr. Johnston's philosophy lies the belief in unshackling human ingenuity by immersing individuals within innovative realms. His distinguished academic journey includes graduating from the distinguished LEAD Atlanta program (Class of 2012), participating in the prestigious ULI Atlanta Center For Leadership Program (Class of 2019), and completing the transformative Regional Leadership Institute (Class of 2022). As a testament to his unwavering commitment to the field, he has recently culminated his rigorous pursuit of knowledge with a Master's degree in Community Development from the esteemed University of Georgia in Spring of 2023. William Johnston continues to be an indomitable force in the realm of micro living, driving transformative change and inspiring the world to think beyond conventional boundaries by placing them squarely within the box of innovation.



Thibault Weston Smith

Co-Founder at Crayon Partners

Thibault is the Chair of ULI Europe Young Leaders and a Co-Founder at Crayon Partners. He oversees the company's real estate investments activities across Europe. Multi-cultural and international profile having lived in Europe, the USA and Africa, Thibault has 12+ years of experience working in real estate investment and is a startup-obsessed investor with a passion for leading, creating, collaborating, and empowering others to maximize their potential. Thibault previously worked for Realty Corporation in the UK where he was responsible for growing real estate and PropTech investments. He worked for developer and real estate owner Tishman Speyer in France and the USA, where he held various roles in acquisitions, development management, asset management, portfolio management, investor relations and innovation. Thibault worked for 14Trees based in Kenya, a housing start-up accelerating the use of construction innovations in developing economies. Thibault is the Chair of ULI Europe Young Leaders and is a Member of the RICS. He holds a Master of Science in Management Degree from ESSEC Business School in Paris, France. He specialized in finance and also graduated from ESSEC's Real Estate Chair. Thibault is a native French and English speaker and has conversational knowledge of German and Spanish.



Konstantinos Santikos

Managing Director, Santikos Collection | Chair, ULI Greece & Cyprus

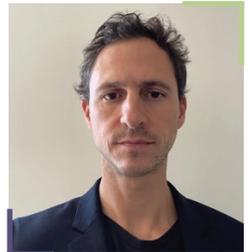
Konstantinos Santikos is a hospitality entrepreneur. He holds a Business & Finance Degree from Babson College. He has worked at UBS bank in Zurich Switzerland and CondeNast Traveller in New York both in their product and marketing department. Since 2010 he has been involved and leading the Santikos Collection hospitality group as General Manager for the Princess Resort until 2012, head of Sales until 2018 and Managing Director since 2018. In 2019 he founded Santikos Hospitality, a hospitality consulting agency with long term mentality.



Konstantinos Papadopoulos

Founder and Director, Resi Company

Konstantinos (Kostis) Papadopoulos, is the founder and manager of residential investment companies Resi Company, Resi Ventures and Resi Ventures II and currently resides in Athens, Greece. Kostis was previously in the Global Research & Public Markets team of the Real Estate Department of the Abu Dhabi Investment Authority (ADIA) in Abu Dhabi, UAE and was instrumental in the creation, development, and management of the department's listed real estate strategy and investments, while also played a central role in the strategy and portfolio analysis capabilities for the department. Prior to moving to Abu Dhabi, Kostis lived in London, where he worked in the Property Research Team of M&G Real Estate, the UK Prudential's real estate fund manager and the Forecasting & Strategy Team of DTZ, a real estate consultancy. Kostis holds a position in ULI Greece & Cyprus Executive Committee, while also Co-Chairing ULI's national Living Council. He holds an MSc in Real Estate Investment from Cass Business School in London.



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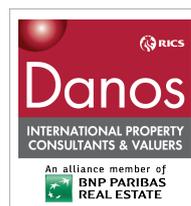
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ULI Greece & Cyprus is renowned for its transformational conferences that provide educational insights and inspire new perspectives in the real estate industry. This year, our theme "From Boomers to Gen Z: How is Real Estate Responding to Demographic Trends?" highlights the significant impact of generational shifts on the real estate sector. Our conference will explore how these demographic trends are reshaping living spaces, investment strategies, and urban planning. It is a platform for investigating innovative ideas, sharing successful case studies, and leveraging our collective expertise to address these evolving challenges. As your chair, I look forward to engaging in these discussions with you, fostering new partnerships, and jointly shaping a resilient and adaptive future for our industry.



– Kontantinos Santikos, ULI Greece & Cyprus Chair

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