



Lead generation

Through its Bayleys Young Networking Group (BYNG), Bayleys is championing young property professionals as they make the most of opportunities in the fast-paced real estate world.

As of August 31, 2025, figures from industry regulator the Real Estate Authority show there were 15,817 active real estate licensees working in New Zealand, of these around 3,647, or 23 percent, are aged between 18 and 37.

That proportion has increased slightly from 2024, indicating that more younger professionals are showing an interest in real estate earlier on in their career.

Recognising the energy and fresh ideas that young people bring, Bayleys created the Bayleys Young Networking Group (BYNG) to attract new talent and support brokers and staff in the early stages of their careers.

Bayleys national director commercial and capital markets, Ryan Johnson, says BYNG gives members regular opportunities to connect through professional and social

events, building networks both within Bayleys and across the wider property industry.

"To back this up, we've invested in a full learning and development platform, a structured learning journey, and tailored coaching for our new brokers," says Johnson.

Each year, Bayleys recognises its top-performing BYNG brokers with a trip to Sydney, hosted by global real estate partner Knight Frank. The visit combines networking, market insights, and professional development with a chance to strengthen relationships across the Tasman.

"Real estate is a people business, and the BYNG trip is a huge highlight. It helps young brokers broaden their knowledge, build friendships and working relationships, and see the real benefits of collaboration with Knight Frank," Johnson says.

Bayleys also proudly supports the Keystone Trust, helping young people into property and construction careers for more than 30 years through financial support, mentoring, and industry connections.

Below, we profile some of the rising talent from across Bayleys' commercial divisions – each bringing their own perspective and experience to our business.

JUSTIN LAW

BAYLEYS PROPERTY SERVICES
HEAD OF FACILITIES MANAGEMENT

Adapt and learn

When Justin Law joined Bayleys in 2024 as head of facilities management, he brought with him not only a strong commercial property background but also a drive and discipline honed on the rugby field.

After completing a Bachelor of Commerce at Lincoln University, Justin pursued his dream of playing professional rugby before shifting into commercial property while in Canada. There he spent seven years managing private hospitals, an experience that sharpened his skills in operations, compliance, problem-solving and adapting to shifting environments.

"What drew me to commercial real estate was the ability to think differently and keep up with evolving market trends. Understanding both traditional real estate, as well as emerging technological trends, will provide us with a strategic benefit when it comes to future ways of working."

Law says having youth on your side means good levels of enthusiasm and energy, which have helped him navigate the different legislative and operational environments between Canada and New Zealand.

"The key to managing that has been the ability to adapt but also the desire to learn new things so I can provide value in whichever role, or region I work in."



"I get the most enjoyment out of helping others and seeing them succeed. It's what inspires me."

JUSTIN LAW

HEAD OF FACILITIES MANAGEMENT,
BAYLEYS PROPERTY SERVICES

Joining Bayleys and taking on responsibility for a national portfolio has been a career highlight to date, Law says. "What drew me to Bayleys was the culture, people and the opportunity to develop both myself and the team. The chance to make my mark on a great team has been compelling.

"I get the most enjoyment out of helping others and seeing them succeed. It's what inspires me in this role; the ability to constantly learn and teach new things."

SAMANTHA LEE

BAYLEYS INSIGHTS, DATA &
CONSULTING ANALYST

Out of the comfort zone

Samantha Lee joined Bayleys two years ago as an analyst in the Insights, Data & Consulting team, after completing a conjoint Bachelor of Property and Bachelor of Commerce degree.

While at university, Lee worked part-time as a research assistant for a real estate company and represented New Zealand at the Cornell International Real Estate Case Competition in New York.



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I’ve been inspired by other female property professionals so I’m very passionate about supporting other women.

SAMANTHA LEE
ANALYST, BAYLEYS INSIGHTS
DATA & CONSULTING

“That was a high-pressure challenge, but I loved the problem solving and the collaboration. I was so proud of the strategy our team presented to the panel of industry judges. That led me to pursue a career in consulting,” she says.

Lee was drawn to Bayleys because of the opportunities it offered as well as the culture and people.

“Every interaction I had with Bayleys while at uni was warm, encouraging, and genuine. I could tell it was the best place with opportunities and support to grow and learn.”

While Lee says youth bring some advantages in areas like adapting to new technologies and having fresh perspective, the most powerful trait that supports success is curiosity.

“This industry is full of generous, approachable people. Take every opportunity to learn from them. Ask lots of questions. Always look to improve. Growth only happens when you choose to step outside your comfort zone.”

For Lee that has meant challenging herself to become comfortable with presentations. “It’s become one of the most rewarding skills I’ve developed. I put my hand up for as many opportunities as possible to practise public speaking. The more you do it, the more natural it becomes.”

Alongside building her own career, Lee is focused on supporting other women into property careers through the University of Auckland Women in Business Club’s Exploring Business initiative. “I’ve been inspired by other female property professionals so I’m very passionate about supporting other women.”

CHARLIE TUDEHOPE
BAYLEYS AUCKLAND CLIENT
SOLUTIONS MANAGER

Changing gear

Charlie Tudehope joined the Bayleys Wellington valuations team almost seven years ago while a business



student at Massey University, later becoming a registered valuer. In 2022, he moved to Auckland to join the Bayleys capital markets team as client solutions manager.

Making that shift from valuations to capital markets was a challenge, but one that Tudehope says has paid off.

“It required an entirely different way of approaching business from a strategic perspective, but with strong guidance and encouragement from some of the best in the business, it became a rewarding transition.

“Becoming a registered valuer was definitely a key career milestone and I have now been able to leverage that skillset into some of our more recent wins in the capital markets space with regards to appointments and transactions.”

Introduced to Bayleys through his father, David, who previously worked for the company, Tudehope says he has stayed with the company because of its blend of professionalism with a family-owned, people-first culture. That environment is conducive to building relationships, which Tudehope says is the key to thriving in property.

“Success is about connectivity, not just with clients but across the business and industry; the power of two degrees of separation.

If you want to be successful in real estate, try to have as many conversations with people in the industry as you can. It not only enables a different way of thinking but also opens the doors to opportunity and, potentially, lifelong connections.”

When it comes to turning youth into an advantage in different aspects of real estate, Tudehope says it’s all about having fresh views. “We have a different lens on real estate affairs, drawing on new perspectives and an evolving technological landscape that challenges traditional norms and creates opportunities for growth.



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CHARLIE TUDEHOPE
CLIENT SOLUTIONS MANAGER,
BAYLEYS AUCKLAND CENTRAL

“Alongside that I think the success of our top performers at Bayleys is an inspiration for the continual pursuit of excellence.”

TESS RENNEBERG
BAYLEYS KEYSTONE SCHOLAR AND
MARKETING INTERN

Starting out

Tess Renneberg was the recipient of the 2024 Bayleys Keystone scholarship, and is now working for Bayleys as a marketing intern while completing her fourth year of a Bachelor of Commerce at Auckland University. Renneberg also won the 2024 Cornell PropConnex International Real Estate Case Competition in New York. “That was an incredible opportunity for me so early on in my career.”

Renneberg’s real estate DNA comes from her family, with both her parents working in the industry. “Growing up, I was surrounded by both residential and commercial property. There were endless real estate conversations around the dinner table, sparking my passion for the industry.”

Being immersed in real estate as she studies has been extremely helpful in expanding what she is learning



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TESSA RENNEBERG
BAYLEYS KEYSTONE SCHOLAR
AND MARKETING INTERN

at university, Renneberg says. “The biggest challenge so far has been learning unfamiliar concepts while on the job. As a student working in the industry, there are concepts I’m not familiar with, as I’m still studying but those conversations really help facilitate the transformation from theory to practice.

“I also believe being one of the youngest in the team has given me extra drive to learn new skills, and being fresh to the industry has meant I can be open minded about tackling new tasks and challenges that come my way.”

Renneberg adds that Bayleys provides an extremely supportive environment for students and other young people. “It’s been inspiring. Everybody here has been an incredible help; happy to answer my questions. They’ve shaped my learning and understanding of the industry.”

One of her most important lessons so far has been the power of networking. “Forming relationships with co-workers, clients, and other members of the industry helps extend your knowledge and understanding, allows you to continue to grow, and expand your network. You learn to take every opportunity that comes your way.

“Those experiences help shape your industry knowledge and allow you to form more connections and learn from others.”

HAYLEY PRESTON
BAYLEYS AUCKLAND OFFICE
LEASING BROKER

Making your luck

Bayleys Auckland broker Hayley Preston came to Bayleys in 2024 after completing a degree in marketing and commercial law, and enjoying a varied career working in art fairs around the world, before returning to New Zealand to run the Aotearoa Art Fair.

After seven years of successfully growing the fair through Covid



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HAYLEY PRESTON
OFFICE LEASING BROKER,
BAYLEYS AUCKLAND CENTRAL

lockdowns and having two children, Preston wanted change.

“My husband Mark was working at Bayleys doing leasing and sales in West Auckland. Watching him inspired me. His job looked fun and he certainly didn’t have the same stress that I had with my job. He had watched my career and thought I’d be good at office leasing, so I decided to give it a go.”

Being new to the industry gives her a fresh perspective, Preson says. “I have a pretty positive outlook as I haven’t been worn down by deals going bad (yet).”

Keeping on top of basics like calls, persistence, resilience and having a positive attitude are the building blocks of a successful real estate career, she says.

“I’ve had so much fun learning a new industry, the social aspect of this job, and the rush of getting a deal done - it’s been refreshing and a whole lot of fun.”

Being surrounded by experts like her husband and other Bayleys colleagues has been essential, she adds.

“I’m really lucky to work in a team led by Bayleys national director - office leasing, Matt Lamb who has so much experience in the industry and has been particularly generous with his time. Bayleys head of occupier strategy and solutions, Steve Rendall has also been an inspiring mentor who is smart, and full of integrity.

“I’m pretty lucky.”

JAYE MILLER
BAYLEYS NORTH SHORE INDUSTRIAL
SALES AND LEASING BROKER

Riding the waves

“Trust in your hard work, continue being resilient and you will see the fruits of your efforts in due course.” That’s Bayleys Auckland broker Jaye





“Trust in your hard work, continue being resilient and you will see the fruits of your efforts in due course.”

JAYE MILLER
INDUSTRIAL SALES AND
LEASING BROKER, BAYLEYS
NORTH SHORE COMMERCIAL

Miller's advice for building an effective, high-achieving real estate career through the ups and downs of the commercial market.

Miller has worked in real estate for almost 10 years, the past 18 months of which have been with Bayleys in Auckland.

It was a passion for property that led him to a degree in property valuation and management, and marketing from Massey University, and then into a property career. “I also really like the commission-only structure because there's no limits and I love the variety the work offers.”

Some of that variety has come with changing market conditions, which have been challenging at times in

recent years, Miller says. “It has been a changing marketplace. When I started in 2016 the market seemed to just keep improving, but the tables turned not long after covid. That can be challenging but the key to riding out those changes is really to work harder and build your resilience and patience.”

That approach has led to some great results, he says. “Since joining Bayleys, we have transacted a large number of deals through collaboration, which I think is hugely satisfying as it meant we could extract a better result for the client.”

MATTHEW MORRIS
BAYLEYS WELLINGTON COMMERCIAL
SALES AND LEASING BROKER

Caddie to commercial confidence

By the time Wellington broker Matthew Morris joined Bayleys in mid-2020 he already had entrepreneurial credentials under his belt. He'd also set aside a career as a golf caddie at St Andrews in Scotland thanks to pandemic travel restrictions.

Morris started his own maintenance and mowing company while completing a Bachelor of Business Management Studies at the University of Waikato, and worked as a caddie at Tara Iti in Mangawhai. When his Scotland plans fell through, he spent Covid lockdowns working on gaining his real estate licence.

When the country reopened, a chance meeting with an old friend working in property in Wellington

eventually led to an introduction to Bayleys Wellington director Fraser Press, and a job as a commercial broker in the Wellington office.

“I studied sales at university and it always appealed to me. I enjoy the sense of running my own business and being fully accountable for the outcomes,” Morris says.

What has been more challenging is adapting to the ebb and flow of commercial sales. “Letting go of the things we can't control is key. The highs and lows are often driven by factors outside our influence. Sometimes you can do everything right and a deal will still fall over. I am starting to understand it is part of the job.”



“I enjoy the sense of running my own business and being fully accountable for the outcomes.”

MATTHEW MORRIS
COMMERCIAL SALES AND LEASING
BROKER, BAYLEYS WELLINGTON

Rather than a single transaction Morris says his biggest win has been developing self-belief. “In my first few years, I assumed the people I was advising knew far more than I did. While I still have moments of doubt, I reflect on how far I've come.”

His advice to others entering real estate is to aim for consistency and to take a long-term view of success. “Do the right things well and often. There's no magic formula. It's just prospecting, listing and selling or leasing.

“Be prepared to commit at least three years to prioritise learning over earning.”

NICOLA LAGAN
BAYLEYS CANTERBURY VALUER

Understanding value

In the seven years Nicola Lagan has been with Bayleys she has grown from a graduate valuer, gaining her registration in 2021, to this year becoming an associate director.

Though her initial degree was a Bachelor of Science in Psychology from Massey University, Lagan completed a Post Graduate Diploma in Urban Valuation after returning from a two-year stint in Germany as an equestrian dressage rider.



“It is satisfying to be a part of someone's project whether it is a commercial property, a new build or renovating a home.”

NICOLA LAGAN
BAYLEYS CANTERBURY VALUER

“My introduction to property and valuation as a career was through friends who were studying the degree and working as valuers. I realised I loved the connection of working with people, property and helping with financial transactions. It's a really varied job where you meet a lot of different people, no two days are the same which keeps things fresh and interesting.”

Though stepping from graduate to registered valuer came with additional demands, Lagan says, a solid support network has made it easier. “Being a newly registered valuer comes with the responsibility of the valuation work to carry on your shoulders which adds pressure and can come with some imposter syndrome when completing work for experienced clients.

“Time and experience helps with that as you gain confidence in your work, as does having that team of colleagues and other valuers where we support each other and review each other's valuations.”

Lagan, who received the Bayleys valuation award at the Bayleys National Conference in 2023, believes consistency, professionalism and timeliness are key to being a successful valuer, adding that having the backing of recognised brands such as Bayleys and its international partner Knight Frank, also helps build confidence and strengthens relationships with clients.

“It is satisfying to be a part of someone's project whether it is a commercial property, a new build or renovating a home.”

