

中国/英国交换计划 (UK / China Exchange Programme)

以往参加者的评论- 2007 和 2008 年 (End of Placement Comments - Year 2007 and 2008)

来自交换生计划的入选者 (Received from Selected Participants regarding the Exchange Programme)

2008 年 (Year 2008)

2008 年 9 月 2 日 (2nd September 2008)

来自 James Latham

BSc Land Management with MSc/Diploma in Urban Planning and Development

University of Reading

Nothing can prepare you for what living and working in Shanghai is like... it has been the single most incredible experience of my life! Working for CBRE in such a phenomenally exciting city has made me turn considering working abroad into a matter of when I will work abroad. In the office there is so much for you to get involved with, which is coupled with a great support from people around you who want you to become the best you can possibly be. I will take a new found technical confidence into my last year at university as I have been given the opportunity to work with a variety of people on numerous projects, interacting with an array of clients, contributing to the market success of CBRE.

你无法为去上海生活和工作做任何准备.....那段经历曾是我一生中最难以置信的!我原本就考虑到国外工作,而在这个激动人心的城市为世邦魏理仕工作的经验让我开始考虑到国外工作的具体时间了。办公室里总会有很多的事情要你去干,而周围的很多人也都期望你尽可能做到最好,他们会给予你大力支持。在大学的最后一年里,我将对我的专业树立起坚定的信心,因为我曾经有机会与各式各样的人在多种项目上进行合作,我接触过一批客户,也为世邦魏理仕在市场上取得成功做出了贡献。

Living and working in Shanghai has truly given me a greater cultural awareness and exposed me to a variety of different business practices in a rapidly developing market. It has completely opened my eyes to a world of opportunity, that without experiencing firsthand, I could not have comprehended. There is so much fun to be had in Shanghai, and this is no more so than in Shanghai's vast social scene, nightlife and contrasting tourist attractions.

在上海的工作和生活让我对文化有了更好地认识,同时也让我接触了在这个快速发展市场里的各种不同的商业做法。它彻底的为我打开了一个充满机会的世界,若没有亲身经历的话我是无法理解这些的。在上海的乐趣是非常之多的,它广阔的社交舞台、丰富多彩的夜生活和风格各异的游览胜地都是很多地方无法媲美的。

I knew working in Shanghai would be a once in a lifetime opportunity, but it is only now that I understand the true meaning behind such a statement. I look forward to applying to the CBRE graduate recruitment programme in London upon my return.

我知道在上海工作的机会一生中只有一次，但是只有现在我才体会到了这次机遇后的真正意义。我希望在我回国后能够申请世邦魏理仕在伦敦的校园招聘职位。

(Jane - I can honestly say that there is nothing I would change about the way the programme was run this year. Everybody in the office is really friendly and there is plenty to get involved in if you ask for it. The apartment is incredible and it made me feel settled straight away. With the money we are paid it is possible to have an incredible time here. I am just truly thankful to all involved for having me in Shanghai).

(Jane—我可以很诚实地说，对今年项目运作的方式我不希望有什么改变。办公室的每个人都友好；只要你要求，办公室里有足够的事情让你参与。公寓非常棒，让我立刻有安定下来的感觉。所发的工资足够让我们在这儿度过一段美好的时光。我很感激在上海的所有的人为我做的一切。

2008年9月5日 (5th September 2008)

来自 **Calum Wright**

Property & Finance

University of Aberdeen

“When I go home I’m going to sleep, because on the CBRE China exchange programme you live life to the full.”

“我一回家便倒头就睡，因为在世邦魏理仕中国交换计划中你总是忙得不可开交。”

From a professional point of view, the skills that I have learnt from working in CBRE have been invaluable. I now feel confident that I have what it takes to make the next step in my life, from being a university student to a competent graduate chartered surveyor. In an industry that is driven by the ability to network, the contacts that I have made in Shanghai have opened up new opportunities for me; most importantly I now have a number of experienced professionals who are willing to guide me as I start my career. Not only do I feel like I have matured professionally, but I have been a part of a social scene on an unprecedented level to me and I have had the best fun!

从专业方面来说，我从世邦魏理仕的工作中所学到的技能是无比宝贵的。现在，我十分自信我能够称职地完成从一个大学生到一个出色的特许测量师的转变。这个行业里人际交往能力很重要，我在上海所建立的交际网为我提供了很多新的机遇；更重要的是，我有一些有经验的专家朋友乐于引导我开始我的职业。我觉得我的专业技能更熟练了，而且我深深地融入了社会这个大舞台之中，这对我来说前所未有的。而且，在这里我过得非常开心！

2008年9月5日 (5th September 2008)

来自 Li Tan

MSc Real Estate Economics & Finance

London School of Economics

Coming to the end of the eight weeks Exchange Programme, I still can not believe how time has gone so fast. I have had a great time in both Consulting and Valuation Department in CBRE Shanghai and enjoyed the vibrant city at the same time. CBRE is very friendly and pleasant place to work in, and at the same time, people also take serious responsibility and work hard.

为期八周的交换计划已经结束了，我还是不敢相信时间怎么会过的那么快。我在上海世邦魏理仕的咨询和估值部门都工作得很顺利，与此同时也很好地感受了一下这座充满活力的城市。世邦魏理仕的工作环境友好而舒适，这里的人工作也十分负责、努力。

When I was in Consulting Department, I was given “real jobs” to do on Day One, and had a buddy for support as I progressed. The on job work experience has given me a chance to get insight into how real estate business actually works in China, and also allowed me to put what I have learned at the University into practice. As I Chinese national, I was hoping use language skills at work before I came to Shanghai, and as a matter of fact, I have learned that being able to speak both English and Chinese have given me a great advantage working in China. Working in Consulting Department has been challenging and exciting, but more importantly, I could learn a lot about the business from the job and other colleagues.

我在咨询部门的时候，第一天我就被分到了一项“真正的工作”，而且分配给我一个工作伙伴协助我工作。这个参与工作的经验让我有机会体验一下中国的房地产交易是怎么进行的，同时也让我把在大学所学的理论知识运用到了实践中去。作为一个中国人，来上海之前我曾希望在工作中能发挥我的语言技能；但实际上，我感到同时会说英语和汉语对我在中国的工作有很大的帮助。在咨询部门工作很有挑战性，也令人兴奋，但是更重要的是，我能从这份工作本身和其他同事身上学到很多商业的知识。

In Valuation Department, I have been taken out to conduct land and property valuation in various places. It is an amazing feeling to be to see different places and how valuation process is conducted. When I was at the University, I have learned basic valuation concepts and procedures. What seems to be very abstract to me back then now has become so clear.

在估值部门，我前往不同的地方进行土地和物业财产估值。参观不同的地方以及了解估值程序是如何进行的给我一种很奇特的感觉。在大学的时候，我已经学习了一些关于估值概念和估值程序的基本知识。那些原本对我来说很抽象的东西现在变得很具体了。

On a personal level, together with my hope to learn more about real estate industry in a Multinational company like CBRE, I also wanted to know what I really want in terms of career direction. The experience in CBRE has definitely helped me with making the decisions.

就个人而言,我非常希望能够在一家像世邦魏理仕一样的跨国公司学习更多的关于房地产行业的知识,而且我也很想知道我真正想要的职业方向是什么。而在世邦魏理仕的工作经验对我做出决定明显有很大的帮助。

Overall, the programme is very well-organized and structured. It is very flexible in terms of the length of the internship, and the service lines can be chosen from. The nature of the job has been interesting and challenging. China is also an attractive place that can not be missed. I would definitely recommend the programme to other students. Everything has been brilliant apart from travelling by Shanghai Underground in the morning to Pudong Office has been a nightmare.

总之,这个计划组织有力、井然有序。在实习期的长短和服务项目的选择方面都很灵活。工作本身有趣而富有挑战性。而且中国是个不可多得的极具魅力的国度。我会极力地向其他学生推荐这个计划。在上海的一切都很好,除了早上乘坐地铁到浦东办公室上班,那对我来说简直是噩梦一场。

2007年 (Year 2007)

2007年7月31日 (31st July 2007)

来自 **Ms. Emma Byrne**

MA Property

University of Aberdeen Business School

The last two months have been so chaotic and busy that it is difficult to decide how to put all that has happened into words. I have learnt so much, not only in academic and market terms but in personal terms too. The rapidly evolving nature of the Chinese property market strikes you immediately. Compared to the British commercial property market, China is very different. Working with the consulting team allowed me to learn about many different sectors of the market including the hotel market, the office market and the retail market. Laurent Fischler and Jack Xiong aided me in building up a sound base knowledge of the markets not only in Beijing but in China as a whole and then helped me to build on that base knowledge. At the end of these two months I now feel confident that I could put together a consultancy report for a company, although I am certain it would take me longer than other members of the consulting team!

过去的两个月一直非常忙乱,因此难以确定如何将发生的事情用文字表述出来。在学术和市场方面以及在个人方面,我都学到了许多。快速发展的中国物业市场给我留下了深刻印象。与英国的商业物业市场相比,中国的情况大不相同。在与顾问团队的合作中,我了解到了市场的众多不同方面情况,其中包括酒店市场、写字楼市场及商业市场。Laurent Fischler 及 Jack Xiong 帮助我可靠地了解了北京及整个中国的市场基本情况,后来又帮助我增进了这种基本的了解。这两个月结束之后,我相信现在自己能够为某家公司写出一份顾问报告,虽然我想可能会比顾问团队的其它成员要花上更长的时间!

I have also learnt how important confidentiality is to a firm like CBRE. It is empowering to be given the responsibility of helping to put together a confidential report. Working with the consulting team has also allowed me to put what I have learnt at university into practice and has forced me to relate things I have learnt to a very different market and economy.

我也了解到保密对于世邦魏理仕这样的公司具有怎样的重要性。经批准才获得了帮助编写保密报告的权利。与顾问团队的合作也令我能够将大学学到的知识运用于实践之中，也迫使我要将学到的知识应用到一个完全不同的市场与经济生活之中。

I think the biggest thing I have learnt in China is to stand up for myself and have the confidence to pursue something if I believe it is right. Within a busy office, there will always be conflicts of opinions and this programme has taught me that my opinion matters as much as anyone else's. I have also learnt how to relate to people who live in completely different cultures to myself and have made some life long friends.

我想我在中国学习的最大收获是学会了坚持自己的观点，充满自信地去追求我认为正确的东西。在繁忙的办公室中，总会有观点的冲突，该项目让我明白我的观点与其他人的观点同样重要。我还学到了如何与生活在完全不同文化中的人们进行相处，也认识了一些值得一生交往的朋友。

Something I would pass on to students next year is to make the most of every opportunity, socially and professionally. Such a large part of this job involves networking and by putting yourself out there and just going for it you can make invaluable contacts. Also, make the most of the work experience. If you ask to be pushed, you will be and you can learn so much more that way. If you run out of work to do, ask for more. By doing this you will end up being given tasks with greater responsibility. However if you are stuck or you do not understand something, just ask. No one will shout or be angry, you are here to learn. Everyone is always so willing to help.

我希望告诉明年到来的学生，要从社会交往及专业角度充分利用每一次机会。这项工作的很大部分内容都涉及到建立社交网络，应当在这一方面做出努力，你能建立起一些宝贵的关系。另外，应充分利用工作经验。如果你希望有工作压力，那么你将通过这种方式学习到更多东西。如果你完成了工作，那么就申请更多任务。这样你将获得具有更大责任的任务。但如果你遇到了困难或不明白某些事情，则应当及时地提出来。没有人会对你大喊大叫或对你生气，你到这里来就是为了学习。每个人都非常乐意帮忙。

For next year, I think it could be beneficial for each student to have two mentors, one social mentor and one work mentor. Obviously the two can overlap but I believe this would help students to settle in more quickly. I would like to mention two people who have really helped me in the social side of the experience. One is JoJo Jing and the other is Rick Hwang. These two people have become very dear friends of mine and I will be sorry to leave them. They have not only taken me out at weekends for meals and drinks but have also invited me into their circle of friends outside of work. For that I am so grateful, they really did go above and beyond the call of duty.

对于明年的实习，我想为每位学生安排两名指导老师会非常好，安排一位社会指导老师，一位工作指导老师。显然这两位老师的职责会有些重叠，但我相信这样会帮助学生更快地进行适应。我想说说在社会经验方面对我帮助很大的两个人，一个是 JoJo Jing，另一个是 Rick Hwang。这两个人都成为了我非常好的朋友，离开他们会感到非常难过。他们不仅经常在周末带我出去用餐，而且还邀请我结识他们在工作之外的朋友。对此我深怀感激，他们这样做的确已超出了职责的要求范围。

Another thing that would be useful for next years group would be a map detailing where the office is in relation to the flat and maybe highlighting the business districts within the city.

对于明年的学生而言，非常有好处的另外一件事情即是详细说明办公楼与公寓关系的地图，图上也可以标出城市内的商业区。

A big thank you goes to Laurent Fischler who has taught me so much in 2 months. When he first asked me to work on a consultancy project I was so nervous but he took the time to explain things to me and teach me things even though he himself was very busy. I have learnt so much from Laurent and he has been so helpful.

另一个让我深怀感激的人是 Laurent Fischler，他在两个月中教给了我许多东西。当他第一次让我参与某个顾问项目时，我非常紧张，但即使在非常繁忙的时候他也会耐心地向我进行解释，并教给我一些东西。我从 Laurent 身上学到了很多，他给予了我很大的帮助。

Without doubt a great big thank you goes to Jane Garnett who has been invaluable on this experience. These past two months have been a bit of a roller coaster ride of emotions but I am so glad I did it. I believe I have become a more confident and stronger person and Jane should take a lot of credit for that. Jane has been a real inspiration to me from start to finish.

毫无疑问，我还要好好地感谢 Jane Garnett，她给我提供了巨大帮助。在过去的两个月中，我经历了情绪上的大起大落，但我非常高兴，我最终挺了过来。我相信自己已变得更加自信与坚强，Jane 在其中起了很大的作用。从始至终，Jane 都给予了我极大的鼓励。

China is so different from the UK and it is a bit of a culture shock coming over at first but if you fully embrace it you will have the time of your life out here. You can never be bored in China and it has been the most challenging and fulfilling time of my life. Thank you to CBRE for giving me this opportunity and thank you to everyone who made it possible.

中国与英国差异巨大，初来乍到可能存在一些文化冲突，但如果你能全身心地拥抱它，则你会在这里拥有一段快乐的时光。在中国你永远都不会感到厌倦，这是一段我生命中最具挑战性、最具成就感的时光。感谢世邦魏理仕给我提供了这样的机会，感谢每个让这一切变为现实的人们。

2007年8月20日 (20th August 2007)

来自 **Ben Ridgway**

BSc Estate Management, School of the Built Environment

Northumbria University, Newcastle-upon-Tyne

I have thoroughly enjoyed my time at CB Richard Ellis in Beijing and relished the opportunity of working in such a dynamic market. I have been excited by some of the projects I have been able to work on and have gained invaluable insight into how corporate real estate operates. My time spent in retail services with CB Richard Ellis has encouraged me to enter into the agency sector of the real estate industry, as I believe this is where my talents lie.

我非常享受在北京世邦魏理仕顾问有限公司工作的时光,也非常高兴能有机会在这样一个充满活力的市场中工作。我为自己曾经参与过的一些项目,并了解到企业地产运作的宝贵知识感到非常高兴。我在世邦魏理仕商业服务部的经历鼓励我进入房地产行业的代理商领域,我相信这是我才能所在的方面。

I think that the levels of support offered were excellent with many people offering help and advice on a daily basis. I feel I must give a special mention to Matthew Chisholm and Rick Hwang who went out of there way to make sure I had a great time.

许多人每天都会给我提供帮助与建议,大家都给予了我极大的支持。我必须特别提出 Matthew Chisholm 及 Rick Hwang, 他们提供了大力帮助,才让我有了这么一段美好的时光。

The salary and apartment were very satisfactory and I was able to live reasonably well without incurring too much expense.

薪水及公寓均令人非常满意,在花销不多的情况下我就能够住得相当舒适。

What would I have done differently? The only aspect of the internship that I would have changed was on arrival in Beijing. In hindsight I would have benefited from having a day to take in the surroundings and adjust to local time. I found it very hard attending work at 9am trying to make the best impression I could after flying in the night before.

哪些方面还可以有所改进呢?实习期间我唯一希望改变的一点即是在到达北京的时候。现在看来,如果当时能够有一天时间来熟悉周围环境并适应当地时间则会更好。在前一天乘坐夜间飞机之后,要在第二天上午9点准时上班非常困难,但为了留下一个最佳印象,我也不得不这样做。

I would like to thank CB Richard Ellis for this invaluable experience, which I hope will be the start of a profitable relationship for both in years to come.

我感谢世邦魏理仕提供了这样一个宝贵的体验机会,我也希望这能够成为未来双方建立共赢关系的起点。

2007年8月20日 (20th August 2007)

来自 **Paul Hicks**

BSc Property Management and Investment, Faculty of the Built Environment
University of the West of England, Bristol

The expectations of being granted a place on the CB Richard Ellis & RICS placement to China were outweighed by actually experiencing it. The internship provided the fortunate candidates to gain invaluable experience of working for a commercial real estate company. The method and application of the placement facilitated the experience and process for the candidates, for example the appointment of mentor's to each candidate.

我希望获得世邦魏理仕及皇家特许测量员协会派遣前往中国实习的工作,但在实际工作过程中我发现其意义远远超过了预想。这种实习机会让幸运的候选人能够获得为商业房地产公司工作的宝贵经验。外派实习的方法及实际操作便于候选人获得经验,并推进了这一工作,例如为每名候选学生指定指导老师。

The choice of China as a location has provided a different insight into the global commercial market and how Multi National Companies such as CBRE operate, from country to country. With the up and coming Olympic Games in Beijing in 2008, the experience of working in China has provided a unique opportunity to investigate the emerging Chinese market coupled with the increased and extensive developments in Beijing. The timing of the placement has proved fruitful due to the amount of current construction work ongoing within Beijing. As the Beijing Government plans to stop construction prior to the games, it is at this moment in time that the market is at its peak and busiest.

选择中国作为实习地点为我们了解全球商业市场,以及世邦魏理仕等跨国公司在不同国家如何运营提供了不同视角。随着 2008 年北京奥运会的到来,在中国的工作经历为我们提供了唯一的机会来了解新兴的中国市场,以及北京市不断加大扩展的发展情况。此次外派的时机令实习取得了显著成果,因为北京市有大量的建设项目正在兴建之中。北京市政府计划在奥运会前停止所有建设工作,此时正是市场最为繁忙的高峰时段。

The appointment of mentors has provided knowledge unattainable through studying and gives a 'real world' insight into the life of a surveyor or broker or consultant. The placement has further strengthened my ideals about working in commercial real estate, especially for a company such as CBRE.

指定指导老师也让我们学到了通过日常学习无法获得的知识,并让我们真切地了解了测量员、经纪人或顾问的生活。此次外派实习更强化了我投身于商业房地产行业的理想,尤其希望能为世邦魏理仕这样的公司工作。

2007年 8月 24日(24th August 2007)

来自 **Mr. Ian Austin**

BSc Property & Finance

University of Aberdeen Business School

When I first received the email from my university about the exchange programme it all seemed very far away. I didn't think that someone way up in Aberdeen would have much chance of being selected but I figured "nothing ventured nothing gained." I set it in my sights and went for it with the determination I applied to everything I do. The further I got through the application process the more I realised that this placement was a once in a lifetime opportunity. I wasn't wrong. This placement truly has been a life changing experience and a very steep learning curve.

当我最初收到来自我的大学关于交流项目的邮件时，一切还似乎非常遥远。我不认为在阿伯丁大学成绩优异就会有更多被选中的机会，但我认为“没有付出就没有收获”。我把它作为目标，下定决心努力取得成功。随着申请程序的进一步深入，我越来越意识这次实习是一生只有一次的机会。我没错。这个实习真的成为一次改变生活的经历，同时也是一个能够很快学到某种知识的机会。

My first day in the Shanghai office and I was straight into the weekly office meeting. I was stunned by the volume and quality of stock that was due to come onto the market over the next few years. I do not believe that I would see the same scale of development anywhere else in the world, Dubai and Beijing perhaps coming close but not to the same magnitude.

在上海写字楼的第一天我就参加了一周办公例会。我对在未来几年即将进入市场的存量的规模和数量感到震惊。我不相信在世界上的其它地方能见到同样的开发规模，迪拜和北京也许有些许接近，但仍不可同日而语。

Straight after the meeting I went into another meeting with Mark Latham (Head of Tenant rep), Charles Kelly and Terry Xie (Graduate trainee). Terry and I were then given the task of researching business parks to find out as much information as possible about the office services within these parks. This became the basis of my whole time in Shanghai everything that I did afterwards had some relation to these business parks. Even when I moved to the industrial department I continued with office assignments related to business parks.

会后，我又和Mark Latham（租户代表负责人）、Charles Kelly 及 Terry Xie（研究生实习人员）直接参加了另一个会议。我和Terry 被安排进行商业园区研究的任务，以尽可能多的获取这些商业园区中关于写字楼服务的信息。这成为我在上海全部工作的基础，此后我做的一切都与这些商业园区有或多或少的关系。甚至在我调往工业部后，我仍继续参与与商业园区有关的写字楼项目。

Key points learned

学习到的要点

I think it is difficult to bullet point some key points that I have learned while I have been in Shanghai. I have learned so much both on a professional and personal level that defining it into points seems very limiting. However:

我认为把我在上海工作期间所学到的一些知识以要点的形式罗列出来是件困难的事。无论是从职业的角度还是从个人的角度，我均获益菲浅，因此，即使以要点的形式罗列出来的，仍然十分有限。这些要点包括：

- I have a greater knowledge and understanding of the workings of a multinational real estate office.
- I have improved my cold calling skills – the Chinese find the Scottish accent very difficult to understand!
- I now have a fairly sound understanding of how the agency business works.
- I have learned what a profession presentation should include and how to make one.
- I have learned that for the real estate market it is all about who you know and the contacts that you have especially for agency.
- I have an understanding of how to handle client situations and how to get the best out of them.
- The belief that “you don’t get given anything you have to go and get it yourself” was reinforced to me.

- | 我对跨国房地产公司的工作有了更多的了解，学到了更多的知识。
- | 提高了给潜在客户打电话的技巧-中国人觉得苏格兰口音很难懂。
- | 现在我已经能够很好的理解代理业务是如何开展的。
- | 我懂得了专业的介绍演示应该包括的内容，并且学会了如何去做。
- | 我懂得了对于房地产市场来说，关键在于你认识谁，对代理来说你所掌握的联系人的重要性。
- | 我对如何处理客户解决方案及如何从中获取最大利益有了一定了解。
- | 增强了“成功不会从天而降，一切要靠自己的努力才能获得”的信念。

8月27日收到的邮件 (Email Received on 27th August)

Dear Jane,

I can not alliterate how unsurpassed I feel this programme is, it truly has been a once in a life time experience. I consider myself truly privileged to have been selected to come on this programme especially on the first year it has been run. That is unless you selected all the bad candidates for the first year to be the Guinea pigs?!? Whether or not China is the right place for me to pursue my career will remain to be seen. I am very fond of Scotland and a 17 hour flight to get there isn't quite what I had in mind when I said I would work in the cities and then fly back home to the country in my own light aircraft. However, a few years in this market may prove to be very rewarding I know that two months certainly have been. I think the Shanghai real estate market is possible the most exciting and fast paced market in the world. The experience I have gained when I have been here is absolutely priceless. I have become exceptionally eager to see what will happen in the office market over the next five years, will the decentralization trend continue and to what extent?

亲爱的Jane,

我简直无法描述我的感受，这个项目太伟大了，它真的是一次一生只有一次的体验。能被这个项目选中，而且是在这个项目开展第一年之际，我觉得无上荣耀。中国是不是我追求职业发展的正确国度还有待证实。我很喜欢苏格兰，当我说我会选择在市里工作，然后乘坐我自己的轻型飞机

回到乡下的时候,我没想到要飞行17个小时到那里。在这个市场里有几年的经验将是十分有益的,我这二个月的经历已有所感触。我认为上海的房地产市场也许是这个世界上最令人激动,也是发展步伐最快的。我在上海所获得的经验绝对拥有无法估量的价值。我很想看看未来几年写字楼市场会发生什么?分散化的趋势会持续下去吗?将到何种程度?

I would like to make a special mention and thanks to: Mark Latham, Andrew Hatherley, Nick Rose, Michael Bowens, Clayton Woltz and Jane Garnett. Mark and Andrew have been brilliant to work under, they both have a wealth of experience and I have learnt a huge amount from them. Mark who I have worked under for the majority of the placement has been absolutely brilliant giving me a huge amount of his valuable time and organizing assignments for me to complete. Nick, Michael and Clayton have been very good to all three of us both on a professional and social level. They have bent over backwards to help us and make our time here as enjoyable as possible. Jane, you have continued to be our source of knowledge and communication through out this placement. I deeply appreciate the sheer volume of work and effort you have put into organizing everything for us, even if you did stand me up in Hong Kong!! But seriously, without your continual support I would not have felt as comfortable about the placement prior to arriving or during my time in Shanghai.

我要特别提到并对下列人员表示感谢: Mark Latham、Andrew Hatherley、Nick Rose、Michael Bowens、Clayton Woltz 及Jane Garnett。Mark 和 Andrew 经验丰富、作风精干,作为他们的下属,我从他们身上学到了很多。大多数时间里,我都在Mark手下工作。才华横溢的Mark给了我很多他宝贵的时间,安排一些组织工作让我去完成。Nick、Michael和Clayton无论是在工作上还是在生活中对我们三个人都非常好。他们尽最大的努力帮助我们,尽可能的使我们享受在上海的工作。Jane,你一直是整个实习期间的知识源泉和信息来源。我对你为安排我们的一切所付出的工作和努力深表感激,尤其是你对我到香港的工作支持。但说心里话,没有你持之以恒的支持,在到上海之前和在上海期间,我不会觉得那么惬意。

You are quite right I do have sometime before I complete my studies, two years to be exact and then two years APC after that. However, I still do have a summer next year that I am very keen to fill with productive work experience to further improve my knowledge of the industry. I wish to have as much experience as possible by the time I graduate so that I can hit the ground running and be more productive to my employer. I have added my UK contact details at the bottom of my signature, if you ever require anything in Scotland please do let me know.

Please do keep in touch, I look forward to hopefully working with you again in the future.

Best regards,

Ian Austin

你说的对,在完成我的学习之前,我的确有一些时间,确切地说是2年时间,然后是2年的APC。明年我还有一个夏天的时间,我渴望利用这段时间去获取生产性的工作经验以进一步提高我对这个行业的知识。我希望当毕业时能获得尽量多的经验,以便能马上进入工作状态,为我的雇主作出更多的贡献。我把我在英国的具体联系方式附在签名后面,在苏格兰有什么要求尽管告诉我。一定要保持联系,期待未来能再次与你共事。

祝好!

Ian Austin

2007年8月24日 (24th August 2007)

来自 **Mr. Matthew Hussey**

BSc Land Management, Department of Real Estate & Planning

University of Reading

It is somewhat difficult to summarize my thoughts on the placement as a whole, there is so much I have taken from the experience that I never expected to. I will start from my initial expectations, which were that this was a unique opportunity to gain first hand experience within the largest commercial real estate company in the world. Not only this, but it would be within a market still largely unknown to the rest of the world, and in that respect my experience gained there would separate me and fellow participants from others operating in the real estate sector back in the UK.

要总结我对这次实习的总体看法有些难度，因为我在一些出乎我意料的经历中学到了很多东西。我将从我最初的期望讲起。这个期望就是争取在全球最大的商业房地产公司那里获取第一手经验，这是个千载难逢的好机会。不仅如此，我将置身于一个世界其它地方尚不知晓甚多的市场。在这一点上，在那里的经验将使我和我的同事们能够从在英国其它房地产部门工作的同行们中脱颖而出。

Having reached the end of the placement I am now in a position to say whether I believe these expectations have been met. Certainly it goes without saying that for the purposes of my future career having the CBRE name behind me has given me a solid foundation in the eyes of not just this company, but other companies as well. However, it has proved to be far more than that. The CBRE network has allowed me to explore many more possibilities worldwide than I could have anticipated. Having been here for this amount of time, I have come across people from every corner of the world, many of whom worked with me in Shanghai, and many others who flew in from parts of the US, Australia, the UK, and Hong Kong. Having formed good relationships with these people has allowed me to increase my own network both in Shanghai and worldwide. I feel as though the placement has given me not only the chance to come back and work in Shanghai in the future, but also to work in other parts of the world if the opportunity presented itself.

这次实习结束的时候，我现在能够说明自己是否已经达到了那些期望。在世邦魏理仕的工作经验给了我一个坚实的实践基础，不仅在这家公司看来，在其它公司眼里也一样。毋庸置疑，这对我今后的职业生涯有很大的帮助。然而，事实证明其影响还远远不止这些。世邦魏理仕网络让我能够比预料中更多地探寻世界范围内业务的可能性。这段时间在这里工作，我认识了来自世界各地的朋友，其中很多人跟我一样在上海工作，还有些来自美国、澳大利亚、英国和香港。与他们建立的良好关系扩大了我在上海以及世界各地的人际网。我觉得这次实习不仅让我未来有机会回到上海工作，而且一旦机会来临，我还可以在世界各地工作。

Even in the event that my colleagues or myself decide not to come back to China in the future, it has given me a fresh take on the market back home, and I am confident that the international perspective I have acquired will prove invaluable in the future wherever I decide to work. Through meetings and presentations with a very diverse range of clients, and through contact with CBRE members from other countries, I have seen just how important it is for the global branches of CBRE, and indeed any company, to work alongside each other to increase the impact of the company as a whole. It has also been apparent that this kind of synergy is too often not maximized i.e. where one branch could put forward contacts who could provide essential business to branches in other countries.

即使我的同事或我自己决定以后不回中国工作,这种经历也已经让我对自己的国内市场有了一个全新的思考。我相信,不管我以后决定在哪里工作,我所掌握的国际理念都将成为我的无价之宝。通过参加不同客户的会议及演示介绍,通过与来自其他国家的世邦魏理仕成员的交流,我看到了世邦魏理仕(其实任何一家公司都一样)的全球分公司若能携手合作,把公司作为一个整体以提升其影响力的重要性。同样很明显的,这种协同效应往往不能发挥最大效果,比如,某个分公司可以提供一些联系人,而他们能够为位于别国的分公司带来重要业务。

I have come to believe that with any placement it is only as useful as one chooses to make it. When I arrived in China I found the whole thing very difficult. The environment certainly put me outside my comfort zone, and added to the fact that I was so far from home it took me a certain amount of time to find my feet. The biggest difficulty was in the first couple of weeks, when it was very difficult to find enough work to keep me occupied through the working day. This is believe is largely down to the nature of agency work, which is heavily relationship based. From an agents perspective it is difficult to allow a newcomer to deal with their clients, as those relationships need to be handled carefully and in the right manner. Conversely, other agents will be reluctant to pass on new contacts as we would not be around for long enough to maintain those relationships for any significant amount of time. All this is understandable. There may be an argument to suggest that for the next set of participants there is more of a structure in place for when they arrive, so that they can be involved in work from the outset. I have definitely found more than enough to work on in the second half of the placement but I had to build up to this. I am however wary of the placement becoming too structured, as I believe the environment when I got here encouraged me to use my initiative and be creative about finding work, as I knew it would not be spoon-fed to me. I believe this is itself was a useful lesson in teaching me to think outside the box, and in demonstrating one of the difficulties in going to work with a new company.

现在我相信,任何的实习只有当人们做出选择的时候才有意义。当我刚来到中国的时候,可谓举步维艰。这里的环境显然让我感到很不适应,再加上我远离家乡,需要好长一段时间才能展开工作。最初的几个星期是最困难的,那时我发现自己很难找到足够的工作来做。这有点接近代理商工作的本质,需要基于广阔的关系网。从代理商的角度来看,让一个新手来处理他们的客户是不大可能的,因为处理这些关系不但要严谨,而且不得有误。反过来,其他代理商也太不愿意介绍新人,因为我们不会有太长的时间来维持这些关系。所有这一切都是可以理解的。这里有一点建议,希望未来的参与者到位时要更有组织性,这样他们便可以从一开始就展开工作。在实习的后半阶段,我已找到了足够多的工作,但我必须再接再厉。不过我担心这种实习会变得过于固定化,我刚来到这里时,我相信环境激励我在工作时要有主动性和有创造性,因为工作不会是填鸭式的直接来找我。我觉得这本身就是一堂有益的课程,它启迪我们在想问题时要跳出思维的框架,同时它也表明在新公司工作会遇到的困难。

An added bonus of being here is that it has given me a deep enthusiasm for the language. I have been learning Mandarin intensively since my arrival, to the point where I now have a solid basis for learning the language at a more advanced level. I plan to carry on this learning on a serious level when I return to the UK, which will be reinforced by my taking it as a part of my course in the next academic year.

在这里的另外一个好处是我对语言的热情高涨。自从来到这里以后,我便一直疯狂地学习普通话,现在我的基础已经很牢固,可以学习更高层次的汉语了。回到英国后,我计划继续学习高级汉语。下一学年我将把汉语作为我课程的一部分,届时我的汉语水平将得到进一步提高。

As different as the environment is, I have found that the same formula which applies to being successful back home applies here. Building relationships, and the ability to adapt to ones surroundings are essential components here, as they are anywhere else. I would suggest that if next years applicants approach the opportunity with confidence, initiative and a degree of patience, the chance to grow and open up to a whole new perspective are extraordinary.

尽管环境大不一样，但我发现在国内适用的成功法则，在这里同样适用。关系网的建立，对周边环境的适应都是相当重要的，这在哪里都一样。我觉得明年的申请人如果充满自信、积极主动、而又富有耐心，那么他就很有可能获得这个发展自己并面向一个全新未来的机会。

2007年8月24日 (24th August 2007)

来自 **Clive Nichol**

BSc Estate Management, School of the Built Environment

Northumbria University, Newcastle-upon-Tyne

From the outset I was fully aware that the opportunity to spend my summer in China with CBRE would be a priceless experience.

通过这次实习，我完全明白了有机会在中国与世邦魏理仕携手度过这个暑期是我今生无比珍贵的一次经历。

Before I arrived in Shanghai I had done a great deal of research into China and discussed my impending placement with people who have had first hand experience of the region. One of the things I was told repeatedly was that no matter how much research you do nothing will fully prepare you for life there.

在去上海之前，我对中国做了大量的调查，并与在该地区生活过的人们进行了探讨，以便为即将到来的实习做好充分准备。他们反复告诫我的一件是就是：不管你做多少调查，都无法为在中国生活完全做好准备。

My first week in Shanghai was the most difficult but the challenge of overcoming these difficulties has made the experience all the more rewarding. The initial problems were the food, climate and language. I found that with these problems there were great benefits. Sharing the ex-pats experiences on their own first weeks in China was a great way to get to know colleagues and learn about their past experiences. I enjoyed and am extremely grateful for the time I have spent with the local CBRE employees who often helped me when I faced difficulties with the Language and culture.

到上海的第一个星期人生地疏，最为艰难。但克服这些困难的挑战使我受益匪浅，阅历更为丰富。最初遇到的问题是饮食、气候和语言。我发现，解决这些问题使我收获了许多好处。与那些外籍员工分享他们初到中国几星期的经历，是了解同事以及他们过去风风雨雨的一种很好的方法。我乐此不疲，并对当地世邦魏理仕的员工伴我度过那些时光万分感激，他们总是在我陷入语言不通、文化不同的困境时帮我度过难关。

Myself, Matt and Ian found ourselves thrown together on the other side of the world. We got on brilliantly and had a lot of fun. Over the 2 months we developed very strong relationships and have experienced something only a few people can relate to.

Matt、Ian 和我发现自己在世界的另一端竟成了志同道合的好友。我们和睦相处，生活充满了快乐。短短的两个月中，我们结下了深厚的友谊，早已超越了普通朋友的界限。

My placement was split into 1 month with Industrial Services and 1 month with Office Services.

我的实习分为两部分：工业服务部一个月，然后在写字楼服务部一个月。

It occurred to me in the first week that there was no set structure in place for the placement. Personally this was my ideal scenario. My attitude coming into the placement was that the more I contributed and was allowed to be flexible then the more I would learn. I along with the other participants was not made aware of what tasks we were going to be involved in during our placement. My main fear especially coming from a year's sandwich placement was that there may be great restrictions in our involvement in day to work. Obviously as placement students there were some restrictions on our involvement but I feel it is testament to the team in Shanghai and CBRE as a whole that every effort was made to involve us in interesting and valuable projects. I was excited to be in a position where support was readily available but throughout the placement I was given the opportunity take ownership of projects. In my time I developed deeper understanding and knowledge of Industrial and Office Real Estate issues in relation to Shanghai and more importantly in the current climate, globally.

令我记忆犹新的是，第一周并没有给我分配具体的工作。就我个人而言，这正中我下怀。我参加实习的观点就是，我付出越多，岗位越灵活，我就能学到更多的知识。与我同行的参与者都不知道在实习期内究竟会从事什么样的工作。我最大的担心就是在日常工作中是否会有一些非常严格的限制规定，这种担心主要来自于在一家三明治店的实习。显而易见，作为实习的学生，需要遵守一些限制性规定，但我觉得上海和世邦魏理仕的团队非常好，总之，他们竭尽全力为我们提供每一次机会参与一些有意义、有价值的项目。他们给我安排了一个职位，可随时获得支持，这使我兴奋异常。但在整个实习过程中，我还幸运地主管了一些项目。今生今世，我第一次深入了解和掌握了与上海工业和写字楼房地产相关问题的知识，更为重要的是，对当前全球的气候有了深入了解。

I learnt a great deal from attending meetings and site visits by observing colleagues and clients. I found that my questions were answered with real effort and enthusiasm. Talking to people one on one in the office and picking their brains about different their experiences was a major factor in my development through the placement.

通过参加会议和现场参观，并悉心观察同事和客户的言谈举止，我从中学到了许多。我发现，我是带着不懈的努力和热情去解答我的问题的。在办公室与同事逐一交谈，集众人之智慧，这是我圆满完成实习的一个主要因素。

During my time in the Puxi office I found that there were many visits from CBRE colleagues from regional and international offices. I took the opportunity to introduce myself and then ask them questions about their role in the company and the market they operate in. I was always grateful and impressed by their response and amount of time I was given.

在浦西办事处期间，我发现地区和国际办事处的许多世邦魏理仕公司的同事都来拜访。我抓住机会介绍自己，并向他们请教有关他们在公司及其所运营的市场中担当角色的许多问题。他们能抽出时间热情洋溢地回答我的问题，这令我感激不已。他们给我留下了深刻的印象。

On a cultural level I gained invaluable experience. Living in a place always gives a person a true feel for its History, People and Lifestyle this is especially true of my experience in China. I have had several Mandarin lessons during the last 2 months and intend to continue them with them when I return to University.

在文化层面，我也收获了许多宝贵的经验。生活在一个地方通常会使你对它的历史、人文和生活方式有切身的感受，尤其对于生活在中国的我来说更是如此。在过去的两个月中，我还参加了普通话学习班，我打算返校后把学习普通话坚持下去。

Key points learned:

学习到的几个要点:

- | The services CBRE offers
 - | Different roles within the company
 - | Structure of the company
 - | Approach to Agency
 - | Retail Banking
 - | Greater understanding of the Shanghai Industrial and Office Markets
 - | Understanding of Logistics Industry
 - | Importance of good relationships in Real Estate especially Agency
 - | A good understanding of ways in which business is done in China
 - | Deeper understanding of the importance of China in the world economy
 - | Presentation skills
 - | The importance of learning about a client's business
-
- | 世邦魏理仕提供的服务;
 - | 公司内的各种角色;
 - | 公司结构;
 - | 代理方法;
 - | 商业银行;
 - | 进一步了解上海的工业和写字楼市场;
 - | 了解物流工业;
 - | 与房地产公司尤其是代理商建立良好关系的重要性;
 - | 了解在中国开展业务的方法;

- I 进一步深入理解了中国经济在世界经济中的重要性；
- I 介绍演示的技巧；
- I 了解客户业务的重要性。

In summary I would like to say how proud I am to be one of the first 6 people to take part in this programme. It has been amazing working for CBRE. The organisation of the company and the support I was given even as a placement student was more than impressive. I will take the things I have learnt and experienced into my final year at University and I look forward to applying them when I eventually start my career. Finally I would like to mention the people I have worked most closely with and learnt a great deal from: Jane Garnett, Andrew Hatherley, Mark Latham, Steve Mooney and Michael Bowens.

总而言之，能作为首批 6 人中的一员参加此项计划，我倍感自豪。能为世邦魏理仕做事是一件了不起的事情。公司的机构以及公司能为我这样一个参加实习的学生提供支持，这的确给我留下了极为深刻的印象。我将把自己学到的知识和亲身经历融入到我的最后一个学年中。我希望最终在我离开学校步入社会时，这些东西会对我有所帮助。最后，我要再次感谢曾与我并肩战斗并给予我孜孜教诲的几位挚友：Jane Garnett、Andrew Hatherley、Mark Latham、Steve Mooney 和 Michael Bowens。