



Ralph Spencer, CCIM

Ralph Spencer is Principal of Innovative Learning, LLC where he focuses on helping individuals and companies improve their performance in the commercial real estate industry. In addition to technology and training, Ralph's real estate career includes principal of a large regional brokerage and management firm in Richmond, Virginia as well as managing director with Commercial Net lease Realty (NNN) in Orlando, Florida.

Ralph provides consulting and training nationally. He is a leading-edge thinker, who inspires those around him to be the best. Clients comment: "He is innovative. He motivates clients and trainees to develop." Today, a part of Ralph's practice is focused on helping companies improve their performance through a concentrated *Managing For Excellence* program.

His awards include the Richmond, Virginia *Distinguished Achiever's 15 Year* award for consistent, sustained top performance, as well as their *Transaction of the Year*; and national awards from CCIM, SIOR and NAI.