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Best Places to Work: Kairoi Residential offers fresh take on company culture

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Only a few years after its inception, Kairoi Residential has made an impression on its employees and at residential properties across the country.

To see the full ranking of the Best Places to Work in the Large category, see the list at the bottom of this story.

The company formed in 2017 as Lynd Residential Properties and Lynd Development Partners split from Lynd Corporate and rebranded, forming a new firm with development and management capabilities. Kairoi focuses on the investment, development and management of multifamily properties. The company's properties span 10 states, with the most in Texas and Colorado.

Being relatively new, the company's 201 employees retain a fresh and clear outlook of the company's culture. The name, Kairoi, comes from a Greek word meaning moments in time where opportunities are seized.

"That's totally what the people at Kairoi did. They saw an opportunity. It wasn't going to be easy," said Kari Warren, executive vice president of operations, referring to the company's start. "The culture was really nothing without the



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Pictured, from left, are Kari Warren, Randy Brown, Michael Lynd Jr., Daniel Zunker, Tammy Freiling and Madison Marceau of Kairoi Residential.

amazing people who wanted to come on board because they were excited about that type of opportunity.”

The executive team still consists of the people who started the company three years ago, so they remain passionate around the culture they built together. Tammy Freiling, executive vice president of shared services for Kairoi, said because of this, the company feels small, regardless of its actual size.

“You don't really often in life get to start something from the ground up, to bring together a lot of different people with a lot of different, tremendous amounts of experience and background,” Freiling said. “But we did get that opportunity in this case with taking people who had a lot of experience in the industry, being able to start something from the ground up.”

Randy Brown, vice president of human resources, describes transparency across the entire company, from the CEOs to property managers.

“In my long career, I've always worked for an organization that has had the same level of enthusiasm and same level of support for all the associates all the way from the very top, the owners, all the way through the organization, and I didn't stumble across that until I've come across this organization,” Brown said.

Warren said the company hopes to continue growing in its existing markets, as well as into new parts of the country. In its expansion and presence across state lines, the leadership team has been adamant about sharing its vision and consistent voice of the company through regular visits and team meetings — many of which have gone digital this year due to the unprecedented global health crisis.

“You literally could ask anything you wanted, and we're going to answer it as honestly as we can,” Warren said, describing the company’s leadership style. “And our core partners have really set that tone that they're comfortable with that. They're open. They're honest. And so then that drives everybody else to exhibit those behaviors as well.”

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