

NAIOP

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Young Professionals Group (YPG) 2019 Program Overview

DESCRIPTION: The Developing Leader's Young Professionals Group is a 6-month education, networking, and leadership program of the Arizona Chapter of NAIOP, Inc. Designed for real estate professionals 35 years of age or younger, the program provides:

- **Education:** The participants will attend educational panels throughout the course of the program, which will include a broad range of real estate disciplines. The disciplines taught throughout the course include, but are not limited to, brokerage, marketing, development, finance, legal and title, architecture, construction and site selection.
- **Case Study:** The group will participate in one program-long case study which will involve implementing each discipline taught throughout the educational panels.
- **Networking:** Following each educational panel will be a networking opportunity for the participants of the program, mentors and panelists.
- **Mentoring:** Each participant will be paired with a mentor throughout the course of the program. The participant will be expected to meet with their assigned mentor a minimum of (6) times for discussions on the educational panels, personal growth and professional growth.
- **Leadership Training:** Throughout the program, the participants will have the ability to develop the key business skills necessary to help them ascend to leadership positions within their respective firms as well as the commercial real estate industry.
- **Access:** The participants will have access to and training by key decision makers in the commercial real estate industry. These "career coaches" will serve as role models and mentors for the next generation of the real estate business leaders.

SELECTION PROCESS: A maximum of 16 students are accepted for each class through a detailed application process. The application period opens November 20, 2018, with applications due Friday, December 14, 2018. All applicants are notified of their status by December 20, 2018, and a kick-off dinner will be held in January.

TIME COMMITMENT: The participants will be required to attend seven late-afternoon meetings, which will consist of a kick-off dinner, educational panels, financial courses, and graduation. Each protégé is expected to spend a minimum of three hours per month working on the case study, attending events and meeting with their assigned mentor.

FOR MORE INFORMATION:

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Young Professionals Group (YPG) 2019 Syllabus

Introduction

NAIOP Arizona, in conjunction with the national organization based out of Washington D.C., established the Developing Leaders Mentorship Program in 2011 as a result of the recognized need to provide advanced education in the real estate disciplines to our younger members. Now in its eighth year and rebranded as the Young Professionals Group, this program is designed to **educate, develop, connect and elevate** the next generation of commercial real estate leaders. This is accomplished through:

- **Education:** The participants will attend educational panels throughout the course of the program, which will include a broad range of real estate disciplines. The disciplines taught throughout the course include, but are not limited to, brokerage, marketing, development, finance, legal and title, architecture, construction and site selection.
- **Case Study:** The group will participate in one program-long case study which will involve implementing each discipline taught throughout the educational panels. (more information below)
- **Networking:** Following each educational panel will be a networking opportunity for the participants of the program, mentors and panelists.
- **Mentoring:** Each participant will be paired with a mentor throughout the course of the program. The participant will be expected to meet with their assigned mentor a minimum of (6) times for discussions on the educational panels, personal growth and professional growth.
- **Leadership Training:** Throughout the program, the participants will have the ability to develop the key business skills necessary to help them ascend to leadership positions within their respective firms as well as the commercial real estate industry.
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Case Study

- The program-long case study and team assignments will be scheduled at the kick-off dinner in January for presentation at the graduation dinner in June.
- Each case study will be presented to the mentors of the program at the graduation dinner, with one “winning team.”
- Each member of the winning team will be asked to return to the following class’s kick off dinner.

Course Calendar/Schedule

Participants in YPG will meet seven times over the course of the 6-month program. Each meeting and training or networking session will run from approximately 4:00 to 7:00 p.m. These meetings will be held

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at a central location that is convenient to all participants while meeting the needs of the program facilitator. **Attendance at each meeting is mandatory.**

The anticipated schedule is as follows*:

- January 9, 2019: Kick-Off Dinner
- January 23, 2019: YPG Class #1 – Site Selection/Due Diligence and Market Analysis
- February 12, 2019: Finance 101 – Financial Analysis Understanding Value
- March 12, 2019: YPG Class #2 – Obtaining Capital for New Developments
- April 17, 2019: YPG Class #3 – Architecture/Design, Construction, Permitting
- May 14, 2019: YPG Class #4 – Brokerage (Tenant, Landlord, and Capital Markets)
- June 4, 2019: Final Presentations/Graduation Dinner

*Subject to change; will be confirmed at first class

Admission Requirements

YPG participants are selected on an annual basis. Applicants must be 35 years of age or younger as of December 31, 2019. Requirements for admission are as follows:

- Submission of mentorship application and approval of such by YPG leadership
- Execution of YPG agreement
- Membership in NAIOP Arizona
- Minimum three years of experience in the commercial real estate industry
- Payment of student tuition of \$300
- Attendance at all YPG educational panel sessions and networking events

Course Policies

All participants in this program will be required to abide by the following course policies:

- **Attendance, Tardiness:** Attendance at all courses is mandatory. Each participant will be required to have pre-approval that their company will allow the time and flexibility to attend all sessions. If a student misses any scheduled meeting, they will be expected to complete all make-up work required in that class session. Two missed meetings will subject the participant to expulsion from the program. Decisions on expulsion will be up to the course advisory committee. Tardiness for any class session will not be tolerated. We have only a short time together, so it is essential that all participants make every effort to be on time.
- **Academic Dishonesty:** This program is strictly voluntary. Although you will be receiving a Certificate of Completion, you will not be receiving a grade for the Case Study. Nevertheless, it is expected that all students and teams will complete their own work.
- **Mentor Relationship:** All participants will be expected to meet with their mentor minimum of six times. The advisory committee will follow up with both the participants and mentors to ensure the mentor is making all effort possible for monthly meetings.



2019 YPG Advisory Committee

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