

**NAIOP AZ DEVELOPING LEADER'S
YOUNG PROFESSIONAL'S GROUP (YPG)
PROGRAM OVERVIEW
2020**

DESCRIPTION: Currently in its eight year, the Developing Leader's Young Professional's Group is a 6-month, networking, and leadership program of NAIOP Arizona. 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 that will be taught throughout the course include, but are not limited to, brokerage, marketing, development, finance, legal & title, architecture, construction and site selection.
- **Case Study:** The group will participate in one program-long case study which will include implementing each discipline taught throughout the educational panels.
- **Networking:** Following each educational panel will be a Networking opportunity between the participants of the program, mentors as well as the industry-leading panelists.
- **Mentoring:** Each participant will be placed on a team and be paired with a mentor throughout the course of the program. The participant will be expected to meet with their assigned mentor throughout the course of the program.
- **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 18 students are accepted for each class through a detailed application process. The application period opens November 18, 2019, with applications due Wednesday, December 11, 2019. All applicants are notified of their status by December 20, 2019, and a Kick-Off Event will be held on Wednesday, January 15, 2020.

TIME COMMITMENT: The participants will be required to attend Six (6) late-afternoon meetings, which will consist of a Kick-Off Event, educational panels, a case study, and Graduation. Each protégé is expected to spend a minimum of (3) hours per month working on the case study, attending events and meeting with their mentor.

FOR MORE INFORMATION:

YPG Chairs

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2020 Syllabus

NAIOP AZ DEVELOPING LEADER'S YOUNG PROFESSIONAL'S GROUP (YPG)

Introduction

NAIOP AZ, in conjunction with the national organization based out of Washington D.C., first established the AZ Developing Leader's Mentorship Program in 2011 as a result of the recognized need to provide advanced education in the real estate disciplines to our younger members. The industry, overall, was not believed to be doing an adequate job in preparing the newer members to succeed in the commercial real estate business. Now in its 8th year, the Young Professional's Group 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 that will be taught throughout the course include, but are not limited to, brokerage, marketing, development, finance, legal & title, architecture, construction and site selection.
- **Case Study:** The group will participate in one (1) program-long case study which will include implementing each discipline taught throughout the educational panels.
- **Networking:** Following each educational panel will be a Networking opportunity between the participants of the program, mentors as well as the industry-leading 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.

Admission Requirements

YPG participants will be selected on an annual basis. Applicants must be 35 years of age or younger as of December 20, 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 AZ, OR commitment to join if selected for the program
- Minimum three years of experience in the commercial real estate industry
- Commitment to student tuition of \$300
- Attendance at educational panel sessions and networking events that will be separate and apart from other NAIOP activities

Course Information

This course will only be open to qualified members of YPG. The group will meet six times over the course of six months. Each meeting and training / networking session will be an hour and a half to two hours in length. These meetings will be held at a central location that is convenient to all participants while meeting the needs of the program facilitator. **Attendance at each meeting is mandatory.**

Course Descriptions/Objectives

The goal of this course is to provide the future leaders of the real estate industry with a broad-based understanding of the critical components of the real estate business, key business and operating principals, introduction and networking opportunities with leading industry executives, and the development of a peer group of young executives from a range of real estate disciplines. This will be accomplished through the efforts of a leading personal development facilitator, in combination with senior industry leaders who will share their personal experiences. Real estate disciplines incorporated in the course include the following:

- Brokerage
- Marketing
- Development & Investing
- Finance
- Legal & Title
- Construction
- Architecture & Engineering
- Property Management
- Incentives & Economic Development

Many of these learning activities will be presented through education panels. The participants will then be assigned groups in which they will conduct a Case Study provided by the program. The Case Study will involve all aspects of a real estate deal, beginning with site selection and ending with the disposition of an asset. All tools and resources necessary for completing the Case Study will be provided in the educational panels throughout the program.

Course Calendar/Schedule

The course will consist of six meetings over a six-month period with dates and times to be finalized at the Kick-Off Event. Each meeting will typically be a 1-1.5 hour time block (4:30-6:00 PM), which will include educational panels as well as networking. **Attendance at each of the six meetings is mandatory.** The anticipated schedule is as follows:

- January 15, 2020: Kick-Off Event
 - February 5, 2020: YPG Class #1 – Design and Construction
 - March 4, 2020: Finance #2 – Leasing and Market Analysis
 - April 1, 2020: YPG Class #3 – Capital Markets and Financing
 - May 6, 2020: YPG Class #4 – Project Refinement
 - June 3, 2020: Final Presentations/Graduation Dinner
- *Subject to change; will be confirmed at first class

Case Study

- The case study and team assignment will be announced at the kickoff event, for presentation in June
- Each Case Study presentation 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 event

Course Policies

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

- **Attendance, Tardiness:** Attendance at all courses is considered 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 over the course of the program. The advisory committee will follow up with both the participants and mentors to ensure the mentor is making all effort possible for meetings.

Contact Information

2020 YPG Advisory Committee

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