

Who we are

The Urban Land Institute (“ULI”) is the oldest and largest network of cross-disciplinary real estate and land use experts in the world. ULI is its members—delivering the mission, shaping the future of the industry, and creating thriving communities around the globe.

The Urban Land Institute’s Young Leaders (“YL”) programme is open to all real estate professionals under the age of 35 and provides professionals in the early stages of their career with a unique forum to network with their peers, gain exposure to senior industry professionals and continue their professional education and development. The UK has the largest contingent of young leaders in Europe with 400 of the 700 members.

The UK Young Leaders Committee curates events and content for the Young Leader cohort in the United Kingdom. The committee is made up of professionals across the built environment and land use industry and is chaired / cochaired by Yohance Harper and Imogen Thompson respectively.

Vision Statement

The YL Committee seeks to enable innovative and exciting interdisciplinary programming for Young Leaders, to spread knowledge, expand networks and showcase good practice /high-quality conversations happening within the built environment industry.

The Committee aims to achieve to these ambitions by building on the past (how we got here), present (current good practice), and future (innovations and emerging trends) of the land use industry; to create an engaging programme of events and activities to inspire young professionals across the UK. This approach is supported by the wider ULI infrastructure creating a unique forum for the industry leaders of tomorrow to engage with the leaders of today, and to connect local expertise with global knowledge across the entire spectrum of real estate disciplines.

The Committee champions diversity and inclusion within the industry, promoting thought leadership, inclusive innovation, and a land use industry for all.

Chair and Vice-Chair Roles and Election

Role Overview

The Chair and Vice-Chair work in tandem to co-lead the Committee and provide a leadership point and liaison with ULI. Both roles involve a significant commitment and dedication to the organisation, and this is a time-consuming role that should not be taken lightly.

The Chairs have a strategic remit over the Committee, tying together great ideas and making sure it fits within the overarching ULI objectives. They will help steer the Committee towards a great programme annually.

The Chairs commit to encouraging great ideas and fostering an inclusive environment within the Committee. While there are no bad ideas, the Chairs have final say over the programming for the Young Leaders, and if something does not fit with the overarching ULI objectives it is the Chairs’ duty to work with the Committee to come up with a new idea.

How to become a Committee Member

The Committee wants to encourage new and innovative ideas, and is open to taking on board new Committee Members when a role is available to fill.

When a role becomes available, an application form will be available on the ULI website, which will include motivations for joining, years involved in ULI, and a section where the individual will put down their ideas for the open role and a business plan of what they wish to do in the role.

Pending the application process and a voting in from the entire Committee, New Committee Members may join to take over the vacant role position.

Committee Structure and Role Allocation

Structure and Roles

The committee is structured into 9 volunteer roles, led by a Chair and Vice-Chair and overseen by ULI. The Structure is outlined in Appendix A of this document.

Annual Re-Application

Every year, the Committee will be evaluated by the current Chairs and ULI internal team to ensure that each role is aligned with the vision of the Committee as a whole. While these roles are voluntary, it is imperative that the Committee is high-functioning, motivated, and dedicated to producing exceptional programming and content for ULI members. As such, if the Chairs and ULI deem any Committee Member to not be meeting the standards required, they have the right to evaluate this as part of the annual re-application process and select the best candidate for the role.

Duration of Roles

A Committee Member's role within a particular category lasts for one year. The individual may only hold the same role on the Committee for a maximum of 2 years consecutively, with re-application each year – this encourages individuals to apply for different roles, but does allow continuity for specific programming initiatives if the case for this is strong.

Duration as a Committee Member

A Committee Member may only sit on the Committee for a maximum of 3 years consecutively. This is to encourage the proliferation of new ideas within the Committee and to allow other Young Leaders the opportunity to help shape the Young Leader programme.

Your Commitment as a Committee Member

Being part of the YL Committee is a great opportunity to contribute your ideas to a global initiative. As a Committee Member, you can make a difference.

The Committee is a small but dynamic group of professionals who volunteer their time to create and roll out programming for Young Leaders across the UK.

Committee Member Expectations

As a Committee Member, a person commits to:

- Attending all committee meetings in person, unless they are working remotely (i.e. outside of London or abroad).
- Spearheading their role/remit as part of the committee, and driving forward initiatives for the YL programming.
- Contributing their ideas to the group and collaborating with others.
- Representing ULI to a high standard across their professional networks.

Three-Strike Policy

A three-strike policy helps to ensure the Committee runs smoothly is in effect, where Committee members must attend all meetings where reasonably possible. Should a Committee Member miss 3 or more meetings without reasons deemed acceptable by the Chairs, the Committee Member will be asked to step away from their role.

Meeting Structure

The Committee will hold 12 meetings per calendar year, once per month. These will be scheduled well in advance as much as possible.

Each Committee Meeting will last for 1.5 hours, and will be held in person. Virtual attendance is no longer acceptable unless the individual is working abroad/remotely, and this needs to be confirmed in advance and at the discretion of the Chairs.

Meetings will generally be held either in the mornings or at the end of the day. For all meetings at the end of the day, an informal social will be encouraged (but is not mandatory) following.

Meetings will be held in Central London (West End and the City) across a variety of offices.

