

**GROW (Growth Relationships and Opportunities at Work)  
Questions and Answers 2020**

**What is GROW?**

- Started in 2015, GROW (Growth Relationships and Opportunities at Work) is a small group of ULI members consisting of eight to twelve ULI members who are mid-level in their careers and one Industry Leader (a female ULI Full member). These small groups will meet every other month to discuss topics related to the many facets of real estate, development, land use and career and professional growth development.

**When will GROW occur?**

- GROW is a program that will take place throughout the 2020 calendar year.

**What are the requirements for eligibility?**

- Must hold active ULI membership
- Must sign confidentially agreement
- Must be available to attend at least two-thirds of meetings (We meet nine times plus kick off)
  1. Please be considerate of the volunteer mentors and the team that brings you this program and take advantage of attending every session
- Must be mid-level, having a minimum of 8 years of relevant real estate experience.
- Candidates younger than 35 years old are only eligible to participate in this program if they had previously participated in the Partnership Forum and meet all other requirements.
- Applicants cannot apply for both YLG and GROW in the same year. Please apply for one or the other

**What does mid-level mean?**

- There is no hard definition of mid-level for the purposes of this program, but participants should generally meet the following criteria: a) have worked in their career for at least eight years; b) be in a mid-level management or like position; c) have a job position with relative independence and decision making authority (i.e. not an entry level position), but not an executive.

**Can I do this program if I already did the YLG Partnership Forum?**

- Yes! But, not at the same time as GROW.

**What is the purpose of this program?**

- The purpose of the program is for mid-level ULI members to meet and network while exploring topics of interest related to real estate, development and land use. Mentees will explore issues that their peers may be facing in their careers, such as: career enrichment, guidance on next steps, career advice, balancing professional and private life, engagement, exposure to various professionals in the real estate community, and networking.

**What is an Industry Leader?**

- The Industry Leader is a female ULI Full member who is accomplished in her field and will draw on her years of experience to aid in the discussion and advising of the participants. She will



have a chance to impact the future of the industry by mentoring some of the up-and-coming individuals in the business. Based on our experience with similar ULI programs, it is likely that participants will form a tight network with the other participants and the Industry Leader.

How will applicants and groups be chosen?

- Applicants will be chosen by meeting the minimum qualifications listed above and the quality of their written statements in the online application
- The groups will largely be chosen by geographic proximity and preferred meeting time of day of both the participants and the Industry Leader.

Is GROW open to women and men?

- Yes! We welcome both any gender as we look to promote women as

How do I apply to GROW?

- Online registration is due by **January 6th, 2020**. If you have any questions, please contact April Sandifer at [april.sandifer@uli.org](mailto:april.sandifer@uli.org) or (213) 221-7827.x 103.