



GROW (Growth Relationships and Opportunities at Work) FAQ Questions and Answers 2021

What is GROW?

- Started in 2015, GROW (Growth Relationships and Opportunities at Work) is a small group of eight to twelve ULI members who are mid-level in their careers and one Industry Leader (a female ULI member). These small groups will meet monthly for nine months 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 2021 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.
- Must be 35 years old to be eligible to participate in GROW. Members under 35 are eligible to participate in the Partnership Forum program.

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 or c) have a job position with relative independence and decision making authority (i.e. not an entry level position), but not an executive.

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 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 (meetings will be held virtually in 2021 unless circumstances change to safely allow for in person gatherings) and preferred meeting time of day of both the participants and the Industry Leader.
- Priority will be given to first time qualified applicants over those who have previously participated in the GROW program,

Is GROW open to women and men?

- Yes! We welcome both any gender as we look to promote women as leaders and mentors for both men and women mid-career mentees.

How do I apply to GROW?

- Online registration is due by midnight **January 22nd, 2021**. If you have any questions, please contact Natalie Viola at nv@mosaicrei.com or (310) 266-2456.