

GROW (Growth Relationships and Opportunities at Work) FAQ Questions and Answers 2025

What is GROW?

- Started in 2015, GROW (Growth Relationships and Opportunities at Work) is a small group of up to 15 ULI members who are mid-career professionals led by one woman industry leader. These small groups will meet monthly for nine months to discuss topics related to professional development.

When will GROW occur?

- GROW is a program that will begin with a kick-off reception in February 2025 and run through November 2025.

What are the requirements for eligibility?

- Must hold active ULI membership.
- Must sign a confidentiality agreement and keep all group discussions confidential.
- Must be available to attend at least two-thirds of meetings including the kick-off reception. Please be considerate of the volunteer mentors and attend as many sessions as possible.
- Must be mid-career professional, having a minimum of 10 years of relevant professional experience.
- Candidates must be 35 years old or older.
- Applicants cannot apply for both YLG Partnership Forum and WLI GROW in the same year. Please apply for one or the other.

What does mid-career mean?

- There is no hard definition of mid-career for the purposes of this program, but participants should generally meet the following criteria: a) have worked in their career for at least ten years; b) be in a mid-level management, director, 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); be at least 35 years old.

May I participate in the GROW program if I already did the YLG Partnership Forum?

- Yes, but you may not participate in both at the same time.

What is the purpose of this program?

- The purpose of the GROW mentorship program is to elevate accomplished woman leaders and provide opportunities 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 GROW industry leader is a woman 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, mentee participants typically form a tight network with the other participants and the Industry Leader.

How will applicants and groups be chosen?

- Applicants will be chosen based on meeting the minimum qualifications listed above and the quality of their written statements in the online application.
- Groups will largely be determined by geographic proximity and preferred meeting time of day for 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, though we do welcome repeat participants.

Is GROW open to participants of any gender?

- Yes! We elevate and amplify women leaders as program mentors and welcome people of all genders to apply as mentees.

How do I apply to GROW?

- Online registration is due by Friday, December 13, 2024. If you have any questions, please contact program chair, Genevieve Will at genevieve_will@gensler.com.