INTRODUCTION & PROGRAM OVERVIEW

ULI Virginia is proud to announce the sixth year of the Young Leaders Group Mentorship Forum. The Young Leaders Group is a subset of ULI Virginia members under the age of 35 and as a group strives to facilitate networking and continuing education helping our members as they further their careers. Membership is available to anyone whose profession is directly involved in or services commercial real estate, and our members include representatives from all spectrums of the industry: development, acquisition, management, brokerage, finance, architecture, engineering, governmental services, etc.

The mission of the ULI Virginia Mentorship Forum is to provide an opportunity for ULI YLG members and seasoned ULI members to connect, grow and create lasting relationships by sharing their knowledge and experiences in an atmosphere of confidentiality, trust and mutual respect.

STRUCTURE

The program will be overseen by FY20 Mentorship Forum Chair Cutter Sydnor with assistance from ULI District Leadership. There will be 5 groups, each consisting of 7-10 U35 members (“mentees”) from different professional backgrounds and organizations and one Mentor. Diversity is a key component to the program as it is focused on exposing the mentees to the entire real estate industry and allows for more candid discussions. Each group will have one mentee member who will serve as a Group Coordinator for their specific group during the program.

Coordinators play a crucial role by acting as a liaison between the groups and the Forum Chairs. The Coordinators are not responsible for all the content of all group meetings but should work to ensure the group continues to meet on a regular basis. The role is also crucial to take the scheduling work off the mentor’s hands, as well as keeping the group focused and together.
ANNUAL TIMELINE

**Application Registration (ULI Members Only):** January 13, 2020

**Mentorship Forum:** January 24, 2020 – November 30, 2020

A proposed ten meetings will be scheduled from February 2020 through November 2020, consisting of eight small group discussions and two combined group events. Most groups will meet during the week, a mixture of before/during/after business hours, but it is up to the specific group. The Mentorship Forum will begin with a kickoff event in January or February that all groups will attend together. At that meeting, the Mentorship Forum Chair will give an overview of the program and introduce all mentors participating. Additional meetings involving all mentor groups may be scheduled throughout the year, but individual groups are to schedule individual meetings on their own.

**CRITICAL DATES**

- **January 13** – Applications Available
- **January 24** – Applications Due
- **January 28** – Applicants notified of admission to the program
- **January 28** – Email from Mentor to respective group with schedule for first group meeting
- **Late January / Early February** – Welcome to the ULI Mentorship Forum: Special Event with all Mentor Groups
- **February - November** – Small Group meetings
- **November** – Mentorship Forum Closing Happy Hour

**COMMITMENT**

Every YLG applicant must be committed to the Mentorship Forum in order to create the type of atmosphere necessary for success. 100% attendance and participation at each meeting over the course of a full year is expected.

**CONFIDENTIALITY**

Confidentiality is absolute. This is critically important to the success of the Mentorship Forum, and a breach in confidentiality will be treated as a resignation from the program.

TO SUBMIT AN APPLICATION, GO TO [https://virginia.uli.org/programs/young-leaders-mentorship-program/](https://virginia.uli.org/programs/young-leaders-mentorship-program/)
MEETING IDEAS

Meetings can be as simple as discussions over coffee/breakfast/lunch, or they can be more structured such as dinner, drinks, or project tours. It will be up to each group to decide what types of meetings will best facilitate building relationships among their members. The first meeting / kickoff event is a great time to brainstorm with the group on what topics are of interest. All arrangements related to booking conference rooms, etc. are to be handled by the Group Coordinator.

Each mentee participant will be responsible for coordinating ideas for group meetings with the Mentor and Group Coordinator. Sample discussion topics include:

- Professional and personal growth (i.e. five and ten-year plans, life map, etc.)
- Career Goals/Planning
- Personal career drivers (geography, family, age, experience, ideals, philosophies)
- Issues and/or obstacles being encountered at work
- Case Studies or design charrettes on projects
- Reports/Presentations on a specific facet of land use / development (residential, office, retail, mixed use, architecture, engineering, land planning, etc.) or a specific project stage (project siting, due diligence, financing, permitting, design, construction, operation, etc.)
- Market and/or demographic trends, current events, or pressing issues (financial market, green building, infill development, value-add, public investment in areas, etc.)
- Market/Sub Market Tours - Tour an area and discuss the factors driving all forms of development in that market
- Site Discussions/ Hardhat Tours - have someone familiar with a project join a meeting to discuss a specific deal and the lessons learned/hurdles encountered
- Conference Calls - Distribute a timely article that will serve as a discussion point during a conference call. This is a great way stay connected in between in-person meetings.
- Social Events (not all meetings need to be formal and discussing real estate)
- Attendance at a sporting event (baseball game, hockey game, etc.)
- Golf, bowling, or other activity
- Happy hour/drinks

TO SUBMIT AN APPLICATION, GO TO https://virginia.uli.org/programs/young-leaders-mentorship-program/
SELECTION OF PARTICIPANTS

Members interested in participating will fill out a short application to quantify their interest in (and dedication to) the program. The Mentorship Forum Committee will narrow the list of qualified applicants. The final applicants selected for the Mentorship Forum will be finalized from that group.

CONTACTS

2019-21 MENTORSHIP FORUM CHAIR
Cutter Sydnor - (804) 673-3882
cutter.sydnor@kimley-horn.com

2019-21 ULI Virginia CHAIR
Sal Musarra - (804)672-4718
sal.musarra@kimley-horn.com

ULI Virginia Director
Jane Milici - (804) 873-5703
jane.milici@uli.org

TO SUBMIT AN APPLICATION, GO TO https://virginia.uli.org/programs/young-leaders-mentorship-program/