

ULI North Florida Young Leader (YLG) Mentor Program 2017

The Program

The mission of the ULI North Florida Mentor Program is to foster an exchange of professional ideas and mentorship between experienced executives in the industry (“Mentors”) and young real estate professionals (“Mentees”). The goal is to provide Mentors the opportunity to strengthen ties with a future leader of the North Florida real estate community and to gain a fresh perspective and additional experience as an advisor, supporter and coach. Mentees will have the chance to learn from experienced industry professionals and discuss career-related topics with a successful industry veteran.

Mentor Program Guidelines

Building a professional and social relationship between Mentor and Mentee is accomplished through attending Mentor Program-sponsored ULI events, as well as meeting individually on your own time. The more committed a Mentor and Mentee are to the relationship, the more beneficial it is for both parties. The following guidelines have been established to provide all participants the most satisfactory experience:

- Communicate with your Mentor/Mentee via phone or email on a regular basis (at least twice a month). Share a meal or causal meeting at least three times during the program (once every 8 weeks).
- Establish guidelines for telephone calls/means of contact. Respectfully return calls and emails.
- Attend two sponsored Mentor Program Events throughout the year: Kick-off Event & Final Event
- Consider attending other ULI North Florida events together.
- Mentor should try to invite their Mentee to meet at the Mentor’s office for at least one of their mentoring meetings.

Roles and Responsibilities in Mentoring Relationships

MENTOR: As a Mentor, you will serve as the link between career goals and the realities of the business world for one young professional. You will have the opportunity to increase the value of the North Florida real estate community by personally investing in future young leaders. We hope you will discover the personal and professional benefits of making a difference in a young professional’s career development. Specifically, a Mentor should:

- Provide guidance based on past business experiences and share stories of your career trajectory, including mistakes
- Take time to help Mentees learn more about your area(s) of expertise
- Create a positive counseling relationship and a climate of open communication
- Help Mentees identify problems and solutions
- Refer Mentees to other business associates, if appropriate

MENTEE: As a Mentee, you will benefit from personal interaction with an experienced real estate professional. You will be given the opportunity to create and foster a relationship that you may keep for years past your involvement in the program. Specifically, a Mentee should:

- Help share the nature of the relationship (Determine the kind of mentoring you want and communicate your goals to your Mentor)
- Establish realistic and attainable expectations for yourself and Mentor
- Solicit feedback from your Mentor on your professional demeanor and presentation
- Come prepared to discuss issues or interests at each meeting
- Refrain from expecting to find employment or business leads from your Mentor

MENTOR/MENTEE TOGETHER:

- Schedule regular, formal meetings
- Identify roles the Mentor can play to help the Mentee achieve goals
- Develop an action plan to achieve agreed upon goals
- Determine the level of structure in the relationship