

THE PROGRAM

The mission of the Urban Land Institute Emerging Leaders Program is to foster an exchange of professional ideas, friendship, and expertise among young industry professionals and experienced industry veterans. This program matches ULI - YLG members (“Mentees”) with experienced professionals (“Mentors”) for guidance and support, while offering Mentors an opportunity to strengthen ties with the future leaders of the Greater Cincinnati real estate community and the Urban Land Institute.

THE RELATIONSHIP

The ULI Emerging Leaders Program affords young and experienced professionals the opportunity to develop a dynamic relationship from which both Mentee and Mentor prosper. The ideal mentoring relationship is one that exceeds fact-finding and delves into personal knowledge and experience. In many cases, young professionals have certain career goals, but do not have the firsthand experience or insight on what to expect or how to achieve these goals. Mentors are invaluable resources by providing confidential counsel and instruction based upon their past experiences.

A partnership between Mentor and Mentee must be developed in order to promote a worthwhile mentoring relationship - the more committed the relationship, the more satisfaction is gained. Building professional and social relationships with one another is accomplished through monthly meetings and sponsored events designed specifically for Mentors and Mentees. The ULI YLG Emerging Leaders Program matches one Mentee per Mentor.

THE COMMITMENT

- *Five* required meetings during the program year.
 - Meeting location is to be at a time and place convenient for all parties involved.
 - Meeting more frequently is encouraged; these can be informal social gatherings, or educational/training meetings.
- Potential discussion topics created by the Mentee and to be sent to Mentor *two* weeks in advance.

THE ROLES AND RESPONSIBILITIES

Establishing some basic roles and responsibilities can ensure a successful Mentor-Mentee relationship.

Mentee:

- Shape the overall agenda for the relationship - know what you want!
- Establish realistic and attainable expectations.
- Be open in communicating with your Mentor.
- Establish priority issues for action or support.
- Have realistic expectations of your Mentor; don't assume them to be an expert in every facet of business.
- Solicit feedback from your Mentor.
- Come prepared to each meeting.

Mentor:

- Provide guidance and advice based on past business experiences.
- Create a positive counseling relationship and climate of open communication.
- Help Mentee identify problems and solutions.
- Lead Mentee through problem-solving processes.
- Offer constructive criticism in a supportive way.
- Share stories, mistakes, lessons learned, etc.
- Be honest about business expertise.
- Take time to help your Mentee learn more about your area(s) of expertise.
- Provide solid framework for ULI as a national and local organization.

Sign up now on the attached form. Thank you for your interest.

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