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Exemplify NAIOP 2008 Developing Leaders Award Winners

The DL program has risen quickly since its launch in September 2007. Beginning with 913 DL members in September 2007, the DL program now boasts more than 3,034 members overall. For more information, visit www.naiop.org/DL.

In its third year of existence, NAIOP's Developing Leaders Award has proven to be a prestigious benchmark in the competitive commercial real estate environment. The annual award recognizes Developing Leaders (NAIOP members age 35 and under) for their extraordinary talent and contributions to the industry. NAIOP applauds these Developing Leaders (DLs) for continued dedication to their organization, community, association and personal development. Seventeen individuals were honored with the 2008 Developing Leaders Award, and their achievements were recognized at NAIOP's development '08 conference in Las Vegas in late October.

Applications were received from DLs from across the United States and Canada, and the honorees were chosen by a selection committee comprised of NAIOP members and industry leaders. Each DL was judged based on six criteria: leadership, professional competency, career goals, education, NAIOP participation and community involvement. Additional merit bonus points may be awarded at the judge's discretion.

Meet the 2008 Developing Leaders Award winners (and get to know them a little better)...

Daniel Broderick

Eastdil Secured, San Diego, Calif.
San Diego Chapter

Q: *What do you point to as your greatest accomplishment outside of commercial real estate?*

A: When I was young, I found myself going down the wrong path. I was mature enough to make a conscious decision to turn my life



around by working hard at everything I did. This afforded me the opportunity to attend a fantastic university where I excelled academically, athletically and participated in many extracurricular activities. This innate determination and drive to succeed continues to burn in me today and I'm proud that I have maintained a well balanced life outside of the industry.

Jacquelynn Henke

Allston Development Group – Harvard University,
Cambridge, Mass.
Massachusetts Chapter



Q: *What are three adjectives which describe you and your career?*

A: I'm passionate about design and construction; challenged by my aspirations to make each project I'm a part of as environmentally sustainable as possible; and driven by the urgency of climate change which makes all of our actions, small and large, significant parts of the solution.

Kyle Jones

Stiles Corporation, Fort Lauderdale, Fla.
South Florida Chapter



Q: *What is your favorite aspect of commercial real estate?*

A: I enjoy the multi-disciplinary aspect of commercial real estate. In order to thrive in our industry, professionals must have a sound understanding of the principles that influence many different markets and fields. Successful development projects are based on accurate assessments of such disparate factors as market trends, public policy preferences, construction inputs, design specifications and competitive advantage. Each of these areas require different skill sets and present unique challenges.

Katie Kieffer

NorthMarq Real Estate Services LLC, Bloomington, Minn.
Minnesota Chapter



Q: *What is the best NAIOP event you've attended?*

A: The Young Professionals Forum day that I attended during development '07 in Atlanta. In just one day, I listened to two peer-led case studies, two peer-led roundtables and a motivational coach, attended a property bus tour and networked with peers and

industry icons. I've never learned so much in such a short period of time! It was a simultaneously fun and enriching experience.

Lyle Landowski

Inland Companies, Milwaukee, Wis.
Wisconsin Chapter



Q: *What's your favorite technology gadget, and how does it make your day easier?*

A: As a real estate broker, I am constantly on the move. I view downtime between tours, meetings and calls as a lost opportunity. My Treo Smartphone allows me to maximize my productivity and responsiveness throughout the day.

Kevin Lott

Colonial Properties Trust, Roswell, Ga.
Georgia Chapter



Q: *What's your favorite book?*

A: The Heart of Mentoring by David Stoddard and Robert Tamasy. This book reveals 10 proven principles for developing people to their fullest potential through effective mentoring partnerships. The Heart of Mentoring artfully guides the reader on how to employ the authors' model of investing in others to create a lasting legacy.

John Martin

ECS Carolinas, LLP, Greensboro, N.C.
Piedmont Triad Chapter



Q: *Now that you've won the 2008 Developing Leader Award, what's next?*

A: I am excited to maintain my focus and energy on initiatives that are important to me, my community and profession. I want to keep an eye on the big picture, but enjoy the smaller, daily opportunities as they arise. As the programs chair for the Piedmont Triad chapter, I plan on developing a noteworthy itinerary of programs. Through our chapter's events, luncheons and speaking engagements, I want to show the deeper relationship between the community and commercial real estate development.

Daniel McCarthy, Jr.

Jones Lang LaSalle, Chicago, Ill.
Chicago Chapter



Q: *Who is your mentor and why?*

A: Elaine Melonides, an international director with Jones Lang LaSalle, has been guiding and mentoring me since I entered the commercial real estate business nearly five years ago. Leading by example, Elaine has taught me to think strategically on behalf of my clients, and to always have those clients' best interests in mind. She has given me leeway to succeed and fail - both of which are critical to learning and being successful in this industry.

Timothy McEachern

Opus South Corporation, Orlando, Fla.
Southwest Florida Chapter



Q: *What are the biggest challenges you see facing the industry today, and how can Developing Leaders help solve them?*

A: Remaining attentive to the impact that today's commercial development will have on tomorrow's environment is one of the biggest challenges facing the industry. Despite the current financial landscape, our industry must continue to support relevant and sensible developments that offer improved sustainability through energy conservation. As Developing Leaders, we must be champions of the green movement and promote these new technologies, always mindful that the development we do today will have a sizeable impact on the future.

Brian Meihaus

Shea Properties, Aliso Viejo, Calif.
SoCal Chapter



Q: *What are three adjectives which describe you and your career?*

A: Determined, flexible and balanced. Determined to constantly improve; flexible to react to any challenge at hand; and balanced in my work and personal life.

Dirk Melton

MarketStreet Enterprises, Nashville, Tenn.
Nashville Chapter



Q: *What is the best NAIOP event you've attended?*

A: A very rewarding NAIOP program has been our Nashville chapter's Developing Leaders lecture series, "Commercial

Real Estate – the Art of a Deal,” featuring prominent speakers from the development, design, legal and brokerage disciplines. Under the strong leadership of Nashville NAIOP’s Board of Directors and Developing Leaders Committee, this program has helped propel our Developing Leaders membership to more than 100 young professionals compared with just 15 last year.

Kristin Myhre

Carlson Real Estate Company, Minnetonka, Minn.
Minnesota Chapter



Q: *What’s your favorite technology gadget, and how does it make your day easier?*

A: My favorite gadget is the Blackberry Pearl. Not only does it have phone capabilities but it also has e-mail, camera, Internet browser and GPS devices. The GPS is especially helpful when in a new or unfamiliar city for site tours. All of these tools are beneficial for staying connected and up to date while you are out of the office.

Frederick Regnery

Colliers, Bennett & Kahnweiler, Inc., Chicago, Ill.
Chicago Chapter



Q: *What’s the name and URL of your favorite business blog?*

A: The real estate blog of Crain’s Chicago: www.chicagorealestatedaily.com. This blog features very timely Chicago commercial real estate information that is updated throughout the day and is well written.

Sean Sacks

New Boston Fund, Inc., Boston, Mass.
Massachusetts Chapter



Q: *What’s the coolest “green” business practice that your company does?*

A: New Boston Fund has developed an internal 10 point Sustainability Charter and formed a Sustainability Committee, which is comprised of approximately 20 employees. Under these sustainability initiatives, New Boston Fund created an annual contest that awards “green thumb” points to employees and business units that incorporate sustainable business practices. These practices include encouraging donations to eco-friendly charities and organizations, and switching to a hybrid or electric vehicle. At the end of the year, employees are

granted awards for the highest number of "green thumb" points while the overall company, tenants and greater community benefit from more sustainable business practices.

Joshua Udelhofen
The Koman Group, St. Louis, Mo.
St. Louis Chapter



Q: *What do you think every young professional in commercial real estate should know about getting (and becoming successful) in the business?*

A: Strive to understand every aspect of the development process, from construction materials and their impact on project cost to financing structures and their impact on return. The more knowledge you have, the more value you can ultimately create for your firm and/or client.

Julie Walleisa
Dekker/Perich/Sabatini, Albuquerque, N.M.
New Mexico Chapter



Q: *Now that you've won the 2008 Developing Leader Award, what's next?*

A: More projects! Despite concerns about the economy, we continue to work on a steady stream of new and continuing projects, and are trying to find creative ways to deliver high-quality, sustainable buildings in an environment of rising construction costs.

Bing Wang
HyperBina, Inc; Harvard University Graduate School of Design, Cambridge, Mass.
Massachusetts Chapter



Q: *Name three Web sites that are on your RSS feed that you can't live without.*

A: 1) Wall Street Journal - information on the U.S. domestic financial markets
2) The Financial Times - information on the international financial markets
3) China Economic Review - information on the current Chinese macro economy.

Employee Rotational Programs: Variety Is the Spice of Work Life

Imagine being able to test your career path, much like you test drive a new car, in order to determine which area of commercial real estate you excel in and interests you most.

Sounds like a pretty enticing deal, right? Several leading commercial real estate organizations have implemented this "test drive" approach as a recruiting tool, training program, placement service and an energizing business perk. Two such organizations that sponsor successful employee rotational programs are CB Richard Ellis and Marcus & Millichap.



Rotational programs are highly competitive because of the educational experience and senior management exposure they offer for young professionals in the commercial real estate industry. CB Richard Ellis receives more than 100 applications each year for their Wheel Program, narrowing it down through a tough interview process to four to five new entrants for their Manhattan-based program. Marcus & Millichap keeps their California-based Real Estate Associate Program selective by their preference for an MBA degree and requirement for three years of business experience. The program is limited to eight to 12 full-time participants (called associates) each year.

"The Wheel Program gives young professionals a more well-rounded understanding of real estate and an opportunity to succeed in ways that their peers at other companies won't. This is the chance to try out different areas of the industry and see what works for you," says Kyle Schoppmann, managing director-brokerage services at CB Richard Ellis' New York office. "We don't hire new employees straight out of school into a brokerage role, so the Wheel Program is a way for a college graduate to get into brokerage at CB Richard Ellis."

Each new participant of the 18-month Wheel Program is assigned a senior executive mentor, as well as a "buddy" (a current Wheel Program associate who is close to completing the program) to act as a support system and offer guidance throughout the program's rigorous schedule.

"We've discovered that our employee rotational program is more art than science. I think of it like a chess board. Rotations are based on the associate's interest and the business units' available needs," says Steve Umphrey, vice president, human resources, Marcus & Millichap. "This is a mutually beneficial program for our company and our associates. Almost always after successful completion of the rotational program, an associate has established such a positive connection in their desired area that they are the candidate we'll want to hire for a permanent position."

Feedback is an essential component of both companies' rotational programs. Associates are formally evaluated at the end of each assignment, which typically lasts three to four months, as well as

receiving informal feedback throughout the program. In addition, associates are encouraged to review the program as they complete it and evaluate the department they worked in, to improve the total experience for themselves, future participants and the company.

Additional information about CB Richard Ellis' Wheel Program and Marcus & Millichap's Real Estate Associate Program can be found at www.careers.cbre.com/Career+Paths/The+Wheel+Program.htm and www.mmcrealestate.com/careers-in-real-estate.asp.

By Sarah Milans, marketing manager, NAIOP.

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