

Development

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27 Young Professionals Honored as NAIOP Emerging Leaders

NAIOP selected 27 young professionals in the commercial real estate industry as winners of the association's inaugural Emerging Leaders awards. The Emerging Leaders were chosen by a selection committee comprised of NAIOP members and industry leaders. The winners were honored at NAIOP's **development '06** conference in San Francisco in late October.

NAIOP established the award, sponsored by its Diversity Task Force, to recognize young professionals who have distinguished themselves within their profession and who show great promise to become influential leaders in the commercial real estate industry. NAIOP members under age 35 were encouraged to apply for the award and were evaluated on the following criteria: leadership, professional competency, career goals, education, NAIOP participation and community involvement.

NAIOP President **Thomas J. Bisacquino** spoke of the importance of the Emerging Leaders Award, stating: "The Emerging Leaders program advances NAIOP's agenda and enhances our diversity by acknowledging and encouraging the involvement of these accomplished young professionals who will lead our organization and the commercial real estate industry into the future."

Most emerging leaders participated in the inaugural young professionals program which launched at NAIOP's conference. Led by **Wayne Strom, PhD.**, the professionals participated in an intense interactive all-day session that challenged critical thinking, perceptions, beliefs, and communication skills. The series of creative activities was designed to provoke innovative problem solving, allowing them to think outside the box. Critical issues facing today's young industry professionals, including leadership transition, creation of a support group of industry peers from across the country, and establishing a roadmap for personal and professional growth, were also part of the program.

To learn more about these emerging leaders, please visit the NAIOP Web site at www.naiop.org/conferences/awards/emergingleaders_06winners.cfm.

The recipients of the 2006 Emerging Leaders Award are:



Sarah Baca
G-Katmar
Albuquerque, N.M



Courtney Bennett
NAI Realvest
Maitland, Fla.



David Carder
Lauth Property Group
Phoenix, Ariz.



Lloyd Chee
First American Exchange Company
Seattle, Wash.



John Chun
Hanover Financial Company
Los Angeles, Calif.



Ryan Gallagher
Grubb & Ellis
Newport Beach, Calif.



Josh Gerth
Staubach Company
Cincinnati, Ohio



Robert Ghiselli
CWCapital
El Segundo, Calif.



Patricia Grunberg
One Communications
Pittsford, N.Y.



Scott Hutchinson
Panattoni Development Company
Seattle, Wash.



Ben Jensen
Colliers International, Inc.
Las Vegas, Nev.



Brian Jumps
Kamlet Shepherd & Reichert, LLP
Denver, Colo.



Brad Krizan
Opus Building Corporation
Calgary, Alberta



Kirsten Lewis
Butte Properties
Scottsdale, Ariz.



William McCullough
Chesapeake Real Estate
Glen Burnie, Md.



Ryan O'Leary
Duke Realty
Chicago, Ill.



Amy Rolle
Opus Northwest, LLC
Denver, Colo.



Tony Russell
Grubb & Ellis/BRE Commercial
San Diego, Calif.



Andrew Seng
First Fidelity Companies
Atlanta, Ga.



Gregory Simon
Shea Properties
Aliso Viejo, Calif.



Jolie Spergel
Brenner Real Estate Group
Fort Lauderdale, Fla.



Lori Ann Stevens
Ledcor Petty Construction
San Diego, Calif.



Patrick Strader
Starpointe Ventures
Irvine, Calif.



Andrew Tong
Concert Properties, Ltd.
Vancouver, British Columbia



Kaler Walker
Starmount Company
Greensboro, N.C.



Matt Watson
First Industrial Realty Trust
Cincinnati, Ohio



Chuck We
Oxford Properties Group
Vancouver, British Columbia



Robert Cutlip, 2006 NAIOP Chairman of the Board; Thomas Bisacquino, NAIOP President; Michael Mullen, 2007 NAIOP Chairman of the Board; and development '06 speaker Newt Gingrich congratulate the 2006 NAIOP Emerging Leaders Award Winners.

Global Diversity Summit Cites Present, Future Opportunities

Maranda Walker of CB Richard Ellis and Lynn Smith of Cushman & Wakefield, co-chairs of the 2006 Global Diversity Summit in Commercial Real Estate, were excited about the success of this inaugural conference. Held in Atlanta, the special event attracted close to 400 attendees.



Joe Bonner, Prudential Real Estate, talks with NFL legend Emmitt Smith at the Diversity Summit in Atlanta.

Keynote speaker **Victor B. MacFarlane**, managing principal of MacFarlane Partners and the 2006 recipient of Global Diversity Summit's Trailblazer Award, started in the industry in 1987 and now has \$2.2 billion of equity under management and \$10 billion in assets.



Herman Bulls, Jones Lang LaSalle, listens intently during an educational session.

Increasing minority presence in commercial real estate was the focus of the Summit's Luncheon panel "Minority Inclusion: Importance, Sustainability, and Growth." Panel member **Quintin E. Primo III**, CEO of Capri Capital Advisors, stated, "Over the next 20 years, one trillion dollars in opportunities in inner city markets exist- it is the last great frontier, domestically. The major companies have to embrace diversity because demographic trends

are on our side."

Quinton E. Primo III of Capri Capital Advisors applauded Arthur J. Mirante II, president of global client development and the firm's former CEO, who remarked, "Cushman & Wakefield is making traction and building momentum with diverse practices."

"Diversity is more often being recognized as a business growth strategy, and CEOs and senior management must set the example," noted **Ron Whitley**, chief diversity officer, Cushman & Wakefield, Inc.



A diverse audience takes in a special presentation by a Diversity Summit keynote.

Sonya Dukes, vice president and diversity director of Wachovia's Corporate Real Estate department, noted, "Today, what Wachovia spends for supplier diversity in the real estate division is \$180 million. Wachovia has embraced core values around diversity by partnering with real estate organizations."

Richmond McCoy, CEO/CIO of Urban America LP, asserted that "Diversity does not mean a deficit." His company's success comes from collaborating with talented people and vendors - 70 percent of whom have a diverse background. Learn more at www.globaldiversitysummit.com.

Developing Minds Want to Know University of St. Thomas CRE Specialist Program

Compared to many other professions, the field of commercial real estate employs few people of color. But a new program at The Shenehon Center for Real Estate in the Opus College of Business at the University of St. Thomas hopes to change that.

"We don't have local statistics on the number of African American, Latino, American Indian and other minority groups in commercial real estate in the greater Twin Cities area... but our region probably reflects national statistics," said **Dr. Thomas A. Musil**, director of The Shenehon Center. "We need to do a better job."

Designed to enhance commercial real estate career opportunities for historically underrepresented groups, the university's Commercial Real Estate Specialist Program takes advantage of strong community ties and real estate industry partnerships. The 26-session program of evening classes involved coursework in commercial property and asset management, leasing, law, ethics, economics, finance, investment and development.

More than 133 student applications were received for 25 places and each accepted student received a 100 percent scholarship. The costs of the program were absorbed by the university and by the faculty volunteering their time to teach.

In addition to university faculty, real estate industry executives participated from OPUS, Ryan Companies, United Properties, Welsh Companies, CB Richard Ellis, Carlson Properties, Shenehon Company, Colliers Turley Martin Tucker and GMAC Commercial Mortgage.

"This is an excellent example of the community-based partnerships that bring industry and academia together to solve a serious need in the marketplace," commented **Dr. Christopher Puto**, dean of St. Thomas' Opus College of Business. "It fits perfectly with our mission of blending theoretical knowledge with practical applications to enhance business success."

Many of the students in the program already held college degrees and had substantial professional experience. In addition to the coursework, students worked with instructors in networking and participated in industry sponsored seminars. At the conclusion of the program, many students expressed their appreciation for the commitment that the instructors had demonstrated in helping the real estate career plans of the students. To learn more about the program, contact St. Thomas at (651) 962-4131.



Proud graduates of the Univ. of St. Thomas Commercial Real Estate Specialist Program.

Reaching for the (Real Estate) Stars

The University of Cincinnati, with help from the NAIOP Research Foundation, is sparking interest in commercial real estate by reaching out to young, diverse and gifted audiences.

"You can't imagine how many of my students ask about real estate as a career. I've always needed something like this." This was a common response from high school guidance counselors when they were handed a complimentary copy of the Commercial Real Estate Career Education and Resource Guide at the National Association of Collegiate Admissions Counselors (NACAC) annual conference.

The book, a comprehensive resource for anyone looking to pursue a career in commercial real estate, was published earlier this year with the help of the NAIOP Research Foundation, Hoyt Institute of Real Estate, CoStar Group, CCIM and the Appraisal Institute Educational Trust. Real estate students and staff from the University of Cincinnati (UC) spent three days distributing the guide to conference participants in Pittsburgh this October.

The NACAC conference indicated forward progress on the road to educating younger audiences about careers in commercial real estate. This past summer, the UC Real Estate Center participated in a Summer Honors Institute offered by the university for high school honors students from all across Ohio. As part of the week-long program, faculty and professionals hosted an afternoon of real estate-themed activities for the diverse group of gifted students.

Jack Rouse, CEO of Jack Rouse Associates, shared his experiences as a globe-trotting developer of entertainment-driven theme parks and museums. Students gave the program high marks by voting the session as one of their favorites.

Ways to Spread the Message:

- Send a copy of the Commercial Real Estate Career Education and Resource Guide* to a student or young professional.
- Participate in local high school career days.
- Speak to students in an MBA class.
- Hire an intern from your local university.
- Establish a student scholarship at your local NAIOP chapter.
- Invite students to attend a NAIOP chapter meeting.
- Join a mentor program, or sign up for a "mentor match-up" on www.realcareers.org.

* Available for purchase at www.naiop.org/bookstore for \$19.95.

"We've made an effort to ramp up our involvement. Programs like the Honors Institute, along with our increased presence at college orientations and introductory business courses have produced a significant jump in our declared majors," noted **Alison Sampson**, assistant director of the UC Real Estate Center. From 2005 to 2006, the number of students in the real estate program more than doubled; current enrollment stands at more than 200 students.



Students can explore career options in the Commercial Real Estate Career Education and Resource Guide.

photo credit: LaVandez Jones

Future plans for enhancing the real estate "brand" are already in the works. In November 2006, a Web site companion to the career resource book, www.RealCareers.org, was scheduled to go live. Offering similar content to the published version, the site profiles universities offering real estate programs, a listing of trade associations and career advice from successful industry professionals. The site also includes new features, such as a "mentor match-up" tool for students looking for advice from a professional and a searchable glossary of real estate terms.

"This is fantastic," said Manatee High School (Fla.) counselor **Debbie Landesberg** after receiving a career book in Pittsburgh. "We always have students interested in real estate. Getting this information to them at a young age can provide great direction and help them achieve their goals."

By Andrew Sterling, marketing manager of NAIOP

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