

Chapter Executives Idea Swap Summary – May 18, 2022

All 2020-21 Idea Swap recordings and summaries are in Chapter Resources. 2022 recordings and summaries are in the NAIOP Connect Chapter Executive Staff community library.

NAIOP Corporate Update

- NAIOP President and CEO Tom Bisacquino is retiring June 30, 2022; he thanked chapters for their support of NAIOP throughout his tenure.
- Marc Selvitelli has been named NAIOP President and CEO effective July 1, 2022.
- Tom addressed a letter sent to the NAIOP Corporate Board from a few of NAIOP's largest chapters.
 - Many of the letter's requests for consideration will become part of NAIOP Corporate's strategic planning discussions.
 - NAIOP Corporate Chair Jeff Milanaik (NAIOP New Jersey) will chair a task force to address the financial request which can impact Corporate's bottom line by approximately \$2.6 million.
 - The task force will be comprised of NAIOP Corporate Chair-Elect Kim Snyder (NAIOP SoCal), NAIOP Treasurer, and NAIOP Membership and Chapter Relations Chair along with two additional Corporate Board members, a chapter executive representative and at least one chapter president.
 - The task force is expected to deliver recommendations by early to mid-summer.
- NAIOP's strategic planning process will begin in early 2023 for implementation in 2024-2026.
- NAIOP Corporate senior staff and elected leadership will strive to visit as many chapters as possible in the coming months.
- Nominations are being accepted for the annual [Developing Leaders Award](#). Multiple candidates from each chapter are eligible to apply and win. The application deadline is Friday, June 24.

NAIOP Research Foundation Updates

- Research Foundation Trustees approved the following research topics for 2023: Evolution of the Office, Value Enhancing Improvements in Environmental Sustainability, and Examining Best Practices in Diversity, Equity, and Inclusion (DEI) in the CRE Industry.

- If any chapters know of any firms who have a robust DEI program, please contact Vice President for Knowledge and Research [Jennifer LeFurgy, Ph.D.](#), so we can include them in our survey.

NAIOP Northern Nevada/Lea Tauchen: Chapter Merit Awards Special Event Program:

- Nothing but Net(working) event was held on June 30, 2021. This was networking built around a basketball environment where small teams competed in a timed basketball shooting event, double elimination bracket-style.
- The event was geared towards and hosted by the chapter's Developing Leaders and included industry leaders and all members.
- The goal was to generate excitement, build camaraderie, and provide a networking opportunity for Developing Leaders in a fun, active and competitive atmosphere.
- Developing Leaders were given a list of all NAIOP members and determined with whom they would like to network and team up. They individually invited their teammate as part of the networking experience.
- A total of ten teams competed. At least four volunteers were needed to keep time for each court and count the number of baskets for each team.
- A member provided the venue (empty industrial space). Two basketball hoops and paint tape were used to create the court.
- The site's general contractor and broker sponsored the event. Gift cards were given to the winners and customized basketballs with sponsor logos were used.
- Total cost was \$1,500 and was completely covered by sponsorship dollars.
- Mobile drink trucks provided refreshments.
- Both the DL Committee and chapter staff planned the event.

Summaries of all CMA submissions can be found in Chapter Resources/Chapter Merit Awards (login to naiop.org required).

Chapter Program Innovation Fund Approved Programs:

The Chapter Program Innovation Grant allows chapters to invest in a new program, event, or initiative, even if replicated from other chapters' successful models, and NAIOP Corporate offers funding at a ratio of \$2 for every \$1 the chapter spends, up to \$15,000 in their respective currency per program, to support the chapter's investment.

NAIOP Greater Toronto/Nicole Cork – Senior Leaders Engagement

- Chapter is holding a series of four exclusive, invite-only, events for a small group (approximately 30-40 people per event) of senior CRE leaders in the Toronto area. This includes members from sponsor companies, formerly engaged individuals (past-presidents) or perhaps those who have not engaged in the past.

- The chapter wants to ensure value is still offered to senior leaders, as there has been a large emphasis on new programming for students and Developing Leaders over the past few years.
- The programs will run through 2022 with the first event planned for mid-May.

NAIOP Wisconsin/Jim Villa

- Each chapter committee was charged to propose a “new” program/event to take advantage of Corporate grant funds.
- ESG (Environmental, Social, and Governance) in CRE Symposium
 - This will be a first of its kind (for the chapter as well as the market) symposium examining the impacts on and best practices for ESG in commercial real estate.
 - The purpose is to expose NAIOP members and commercial real estate professionals to the responsibilities of and opportunities in ESG in the industry, bringing a global perspective from the keynote speaker as well as local perspectives from panelists.
 - The event will feature a keynote followed by a panel discussion by NAIOP Wisconsin members and community leaders. After the presentations, a selection of members and sponsors will be invited to a dinner discussion about the same topic.
 - The chapter also hopes to include an opportunity for the speaker and others to speak to the local business media about the importance of the topic.
 - The keynote speaker fees may be covered by the Chapters DEI Education Speakers Program Presented by Trammell Crow Company. This allows the chapter to maximize the grants available.
- Summer High School Internship Program
 - The chapter will pilot a paid high school internship program running from June to August. The program will provide an opportunity for high school females or students of color to work 10-15 hours per week at a NAIOP member commercial real estate company or partner.
 - The chapter will coordinate the recruitment of employers as well as student interns. The chapter used their previous outreach to local high schools and minority contacts in the community to identify potential students.
 - Students will be matched to employers based on their interest and skill levels via a career fair to interview with potential employers.
 - The chapter will also coordinate a virtual weekly knowledge session for all interns featuring a NAIOP member speaker that will dive deeper into their specialty and teach “soft” skills, such as resumé building, interpersonal interactions, and using technology in networking.
 - Chapter DL All Star Program members will be recruited to serve as volunteer mentors to the students.

- NAIOP Wisconsin will coordinate a final celebration for the students, their families, and the employers in early August.
- Transportation issues were a concern, so Corporate grant funds will help provide bus passes or ride-share certificates to the students to reach their jobs.

DEI Education Speakers Program Presented by Trammell Crow Company Topics & Speakers

The DEI Education Speakers Program Presented by Trammell Crow Company subsidizes chapter's speaker's fees for one speaker per chapter up to a maximum \$10,000 USD on a topic that advances diversity, equity, and inclusion. Speaker travel expenses may also be additionally covered. Chapters should make every effort to add facilitated roundtable discussions to allow attendees to reflect and engage in dialogue around the topic.

NAIOP Colorado/Kathie Barstnar: Chapter has been working through their DEI Committee on a three-part program series. The chapter's goal is to meet their members where they are in the DEI discussion. First session introduces the participants to DEI and what it is. The second program, held three weeks later, is more in-depth and brings in all aspects of DEI (age, ability, etc.). The third program helps participants act on their new knowledge using a panel discussion lead by the speaker with participation from Trammell Crow Company and other local companies with robust DEI policies.

NAIOP New Mexico/Rhiannon Samuel: [Janese Murray](#) will speak at a chapter event on "Fostering a Culture of Inclusion and Psychological Safety." The topic will explore the importance of inclusion, belonging, and psychological safety and engaging employees and customers as well as driving innovation. Utilizing a combination of individual reflections, small group and large group dialogue, the participants will have an opportunity to examine their own behavior and identify skills necessary for fostering an environment of inclusion and safety. She is very affordable and easy to work with.

Forwarded from NAIOP South Florida/Jules Morgan: Jules heard about a local program "The Impact of Unconscious Bias on the Construction and Development Industry." Speaker is a local attorney who demonstrates how unconscious bias shows up in contract language and how companies can draft bids and contracts to mitigate that bias. This is a DEI topic that is directly related to our members' business.

NAIOP Membership Update

- 80% of 2022 renewals are in. We continue to invoice and collect dues for pro-rates.
- Year-to-date NAIOP reached 54% of the 2022 new member goal with over 2,200 new members joining since January 1, 2022.

The next Idea Swap will be on Wednesday, June 15, beginning at 3:00 p.m. ET