



# Mentorship Program 2018

May 2018

Young Professionals Working Group



# ANREV YPI: Mentorship Program 2018

- **Goal:** To foster an exchange of professional ideas and mentorship between experienced executives in the industry (“Mentors”) and young real estate professionals (“Mentees”)
- **Objectives:**
  - To provide Mentors the opportunity to strengthen ties with future leaders of the Asian real estate community and the sharing of new insights and experiences
  - To provide Mentees with the opportunity to gain additional perspective from Mentors in different areas of developing careers and experiences through discussion sessions
- **Who:**
  - Mentee application to be launched in early June
- **When:**
  - Mentor and mentee matching to be completed by late June. Launching events through July to August in various cities. Mentors and mentees to establish and agree on scheduled sessions and communications thereafter, which will be facilitated through ANREV



# Proposed guidelines

- **Ratio:** One Mentor to one/two Mentee(s), ideally based on same location
- **Period:** One year (It is at the discretion of Mentors and Mentees to maintain the relationship post the program)
- **Meetings:** At least once a quarter (but encourage more frequent meetings)
  - Meetings can occur on a one-to-one basis or a one-to-many basis
  - These should be hosted by the Mentor at their expense. To keep costs minimal, some suggestions include lunch meetings, coffees / tea meetings, or catch-ups at the Mentor's office
- **Feedback:** A formal feedback form will be sent to both Mentors and Mentees every six months to gauge progress of the program as well as improve operational aspects
- **Emails:** An introduction email will be arranged to facilitate meeting arrangements and setting of agendas

# Roles of Mentors

- Proposed topics of discussion:
  - Career experience and positioning
  - Selected field of expertise for discussion: Business development / Deal sourcing / Research / Investment / Asset Management / Fund raising / Investor relations, etc
- Provide guidance based on past business experiences
- Share stories of your career trajectory, including mistakes
- Take time to help Mentees learn more about your area(s) of expertise
- Create a positive relationship and open communication
- Help Mentees identify areas where they can improve their know-how and areas of potential interest in the industry
- Refer Mentees to other business associates if deemed appropriate by Mentor
- **Relationship to be kept at a professional level avoiding discussion of personal topics.**
- **Important to note that this is not an interview session but instead, to develop a long term mentor/mentee relationship**



# Roles of Mentees

- Opportunity to benefit from personal interaction with an experienced real estate professional.
- An opportunity to create and foster a relationship that can be kept even beyond the program
- Mentee should:
  - Help shape the nature of the relationship
  - Feedback and communicate to the Mentor the goals of the program and each discussions
  - Understanding what can be learnt from the Mentor's areas of expertise (e.g. asking the right questions)
  - Come prepared to discuss topics and issues at each meeting (e.g. to facilitate a lively and meaningful discussion)
- **Relationship to be kept at a professional level avoiding discussion of personal topics.**
- **Important to note that this is not an interview session but instead, to develop a long term mentor/mentee relationship**

# Next Steps

- **Early June 2018:** Mentee application and selection through application form, selection committee comprised of Working Group and ANREV Executive office
- **Late June 2018:** Consolidate list of volunteers to be Mentors
- **July - August 2018:** Kick-off events, get together lunch/drinks
- **January 2018:** Interim evaluation by Mentors and Mentees
- **May - June 2018:** Final evaluation and recommence selection process

**Coordinating office and contact details:**

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**ANREV**

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