

Central Europe CoreNet Global Chapter – YL Initiative

THE MENTOR PROGRAM

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The Mentor Program

Mission

It is proposed to implement a mentor program to promote chapter attraction and growth and increased participation in the Central Europe chapter events. It is intended to create an avenue for career development and learning for new YL members. The guiding principles for this program are proposed to consist of the following:

Purpose and Benefit – *Connect/Learn/Grow/Belong*

- Personal career development
- Raising awareness of CoreNet, converting students into members – roadshows at academies
- Creating meaningful networking opportunities – enhance the relationship between young leaders and senior leaders
- Create an easy way for newcomers to participate in chapter events and learning sessions
- It is not intended as an talent recruitment**

The Mentee

The Mentee – Qualification:

In order to apply for the mentor program you should be younger than 35 years and should have less than 5 years work experience.

Your Application – how to register... (three requirements)

For submission please provide the Young Leader (YL) representative (*contact details*) the following documents:

- 1) Mentor Program Application Template
- 2) Membership application
- 3) CV
- 4) Motivation Letter – **Why are you looking for mentoring at CoreNet Global / what do you expect to get out of mentoring?**

Your Mentor

Find a Mentor...

- 1) Meet with people within the CNG Central Europe Chapter you know.
- 2) The chapter board will provide you with a selection of potential mentors to get in touch with.

Things to look for in a mentor...

- Is available and accessible
- Is an expert in his field
- Provides opportunities and encourages the mentee
- Helps mentee develop own agenda

The Mentee Guide

It is curial to set expectations at the beginning. We want to make sure that mentor and mentee have similar goals in mind. Please find below ten typical questions to ask:

1. How did you get where you are today?
2. What's your management style?
3. What do you like most about your career?
4. What do you see are upcoming trends in the industry?
5. What skills and qualification do you look for in the people you hire?
6. I am looking to _____ (e.g. switch my career from asset management to project management)
7. How should I approach my boss about _____?
8. How do you manage work/life balance?
9. How was your weekend? *Feel free to ask also question on a personal level*
10. When can I see you next time?

The Mentor Guide

Your Role – What can you do to help?

As mentor you are someone of advanced rank and experience who guides, teaches, and develops a novice. Good mentors take an interest in the mentee, provide both professional and personal support, and help open doors to opportunities.

You should:

- provide career advice
- Motivate and strengthen the understanding for CREM
- give a clear understanding of CoreNet Global
- meet the candidate at regular intervals, no less than a first interview session and at least one chapter event
- introduce the candidate to the CRE network through chapter

The Mentor

The Mentor – Qualification:

To qualify for the role as mentor you should accomplish one of the items listed below. You should be a senior leader (minimum 10 years' experience in Real Estate industry) and:

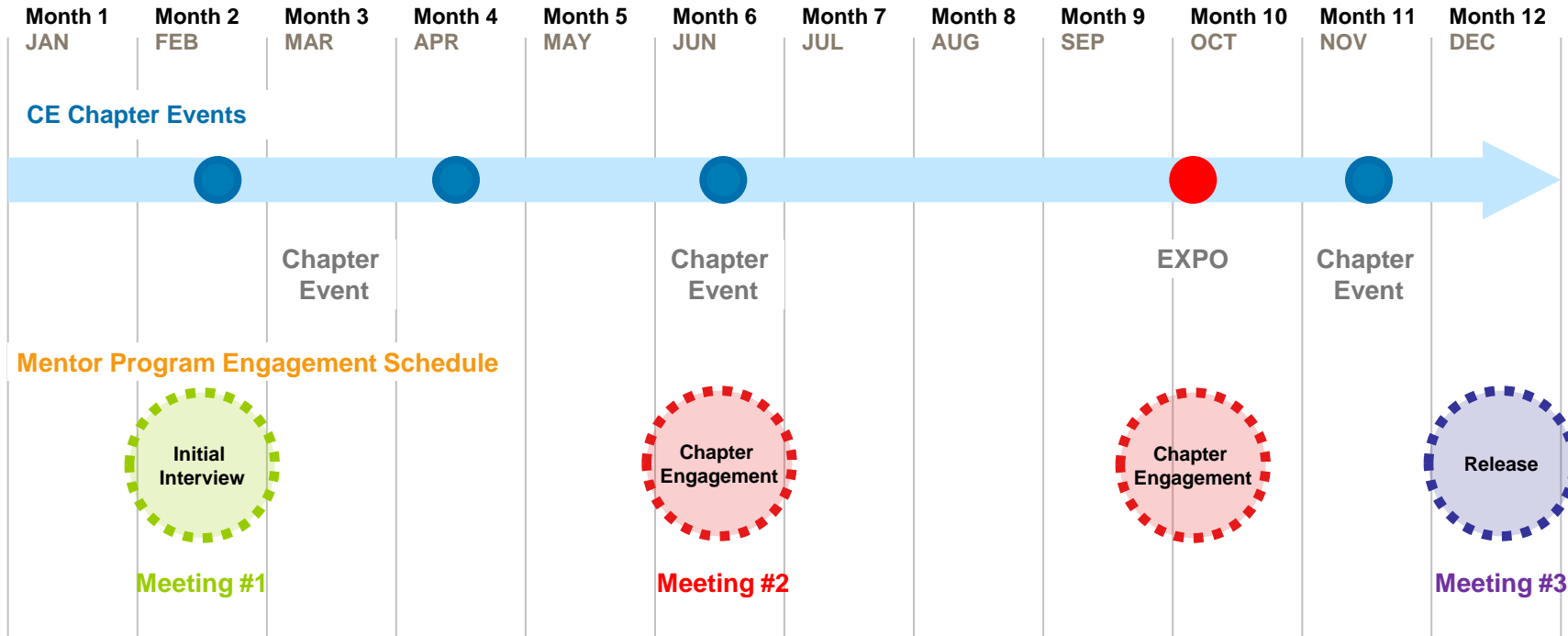
- 1) Hold a position as head of a CRE department, or
- 2) Lead a team that provides CRE services to senior CRE leadership

Engagement Plan

Generic Program Schedule:

In order to obtain a maximum output of the mentorship the program is scheduled for 12 month (*recommended*). Within this period the mentee has the opportunity to join the annual chapter events, learning sessions and the European summit (rhythm of business of the Central Europe Chapter).

Engagement Plan



Mentor Program Engagement Schedule

The candidate and the mentor will meet to agree on collaboration

The candidate and the mentor will join a chapter event. The mentor will introduce the candidate to other CoreNet members

For further engagement the candidate will participate in a more event

The candidate and the mentor will conclude the program

In terms of time commitment the mentor should be available at least for three (3) meetings

Next Steps – Roll out

Mentor pre-selection:

- include in seasons greeting
- direct approach / promotion
- announcement mentor list at CNG homepage (company only)

Promotion (Mentee search)

- announcement at IZ / CNG Homepage
- promotion at academic institutions (CREM course at IREBS)
- ZIA promotion