

Dear RECSA Member Delegate,

We are pleased to announce the Real Estate Council's ***Call for Nominations for the 2023-2024 Leadership Development Class***, which will mark the 20th year for this exciting program. **The class size will be limited to 30 people who are 40 years of age or younger as of September 1, 2023.** As in previous years, we expect to attract an outstanding group of highly qualified applicants.

Please use the enclosed nomination form to recommend a rising star from your organization for this year's class. Your signed nomination form, as well as the nominee's completed application are due no later than noon on Monday, July 24, 2023. **We are only able to accept one nominee/applicant per company.** Please note that to submit an individual for consideration your organization must be current in their membership dues and be a member in good standing as of July 1, 2023.

Enclosed are the following documents:

1. Leadership Development Program Q&A
2. Nomination Form & Application Form

(Completed forms must be RECEIVED by email by no later than 12:00 p.m. (noon) on Monday, July 24, 2023. Forms must be emailed to casey@recsanantonio.com)

It is **VERY IMPORTANT** that you and your nominee recognize the time commitment involved in this program – in addition to the class days themselves, there will be a few outside assignments. ***Participants will only be allowed two (2) absences for any reason and need to block out the entire day for each session.*** The program fee of \$2,500 will be invoiced to your company at the time of selection.

We are hopeful that you and your firm will participate in this worthwhile opportunity. The future leaders of our industry and RECSA will come out of this program. Thank you for your support of the Real Estate Council and its activities.

Sincerely,



Crystal Acker
Leadership Committee Co-Chair



Fernando Diego
Leadership Committee Co-Chair

2023 RECSA Officers

President - George Peck, KCI Technologies Inc., President-Elect - Carrie Caesar, Cushman & Wakefield
Treasurer - Harry Adams, McCombs Properties, VP of Gov. Affairs - Trey Dawson, Pape-Dawson Engineers, Inc.



**Real Estate Council of San Antonio (RECSA)
Leadership Development Program**

Q & A FOR 2023 – 2024 PROGRAM

(Deadline for Application: Monday, July 24, 2023, 12 p.m.[noon])

1. *What is the basis of an ongoing RECSA Leadership Development Program?*

In its thirty-year history, RECSA has been blessed with strong leadership and effective continuity; however, we believe that the next generation of leadership, both for the organization and the real estate community at large, must be thoughtfully and purposefully identified and groomed.

2. *Do similar organizations have leadership programs?*

Yes. In addition to programs like The Greater San Antonio Chamber's *Leadership San Antonio* and North San Antonio's Chamber's *Leadership Lab*, the Dallas Real Estate Council and the Real Estate Council of Austin have had successful leadership programs for many years.

3. *What will a leadership class look like?*

The class size is limited to 30 participants 40 years old and younger by September 1, 2023. To the extent feasible, each class will have representation from all relevant segments of the commercial real estate industry, including owners, developers, engineers, attorneys, brokers, title company representatives, etc.

4. *How will each class's members be selected?*

Candidates will be required to submit an application, and **there may be an interview process**. The Steering Committee evaluates the application based on various criteria. Some who do not get into a class in one year (for example, too many from that same industry segment) will be encouraged to apply for a future class.

5. *How will the program be structured?*

Each year's program is run by a Steering Committee of RECSA members. The Committee will include some of our past Presidents and leadership graduates, as one way to underscore the importance of this initiative. For example, if there are nine sessions during the year then 2-3 Committee members will be responsible for each one of those sessions. Staff will assist but the Committee leverages their industry expertise and career development knowledge to create a strong, meaningful program for young professionals.

6. *What sort of subjects will be included?*

There are many worthy subjects, and we try to rotate different tours, perspectives, and speakers throughout the years to provide as much variety as possible, while still covering the most important aspects of our industry in San Antonio. Past years have covered topics such as *Utilities Local Governance, Perspectives of Industry Legends, Communication/Leadership, Transportation, S.A. Academic Infrastructure, Health/Biomedical Infrastructure*, and others. While the schedule of topics to be covered this year is still in development, we implement feedback from each year's class and organizations to continually refine the program. In addition to the education days and tours, each class will execute an industry-focused group project and a community relations project.

7. *How will each session work?*

Each session will be several hours in length (longer for the Retreat at the beginning), and will typically include either breakfast, lunch, or both. **PARTICIPANTS SHOULD BLOCK OUT THE ENTIRE DAY FOR EACH PROGRAM.** There will be a "graduation" ceremony at the conclusion of the program. We will conduct a written evaluation after each class (with input from the class members), to help the next year's planners make any adjustments to improve the program.

8. *When will this get started?*

Nominations and applications must be RECEIVED by email at casey@recsanantonio.com **no later than 12 p.m. (noon) on Monday July 24, 2023.**

Email: casey@recsanantonio.com

The selection process will begin August 1, 2023. Submission of an application DOES NOT GUARANTEE selection to the class.

9. *What is the cost?*

The cost will be **\$2,500** per person, to be paid no later than **September 4, 2023.**



Real Estate Council of San Antonio (RECSA)
Leadership Development Program

EMPLOYER NOMINATION FORM

(Deadline for Application: Monday, July 24, 2023, 12 p.m.[noon])

Employer company name and contact information:

Nominee name and contact information:

The Leadership Development Program (LDP) is an annual program for 30 high potential real estate individuals 40 years or younger by September 1, 2023. These individuals must be interested in learning more about San Antonio real estate, politics and the people and events that shape the industry and in developing their leadership skills and potential. The purpose is to develop leadership within our industry and to offer an extended networking forum for participants. The application process is highly competitive and not all applicants will be selected to participate. Only one applicant per company.

To submit an individual for consideration you must be a member in good standing prior to July 1, 2023. Participants must be willing to dedicate their time and talents to LDP and must have their company's support for the program throughout the year. We appreciate your support and cooperation in ensuring that your participant will be able to dedicate the required time to the program.

Each class member will be expected to attend the events, all of which will be during your normal business day. The applicant's completed application (original provided in this packet) must be received by email at casey@recsanantonio.com by 12:00 p.m. (noon) on July 24, 2023. If your nominee is selected to participate in the class, the class fee of \$2,500 must be received by September 4, 2023.

(Print or Type Company & Sponsor Name)

(Signature)

Date

(Print or Type Candidate Name)

(Signature)

Date

This signed and dated form, along with the completed application, must be emailed to the Real Estate Council of San Antonio at casey@recsanantonio.com and received on or before 12:00 pm (noon) on July 24, 2023, for the candidate to be eligible for selection.

1 Any class member missing more than two events, for any reason, per the class schedule of formal programming or who does not fully participate in the class projects will be dropped from LDP and will not graduate. Program fees will not be refunded. If you have questions about LDP, please feel free to contact RECSA for more information. PARTICIPANTS SHOULD BLOCK OUT THE ENTIRE DAY FOR EACH PROGRAM.



**Real Estate Council of San Antonio (RECSA)
Leadership Development Program**

APPLICATION FOR 2023 – 2024 PROGRAM

(Deadline for Application: Monday, July 24, 2023, 12 p.m.[noon])

Please type or print your answers in the fields below

NAME:

First

Middle

Last

(Name you prefer to be called)

NAME OF COMPANY:

JOB TITLE:

BUSINESS ADDRESS:

PHONE:

CELL:

BUSINESS EMAIL ADDRESS:

PERSONAL EMAIL ADDRESS:

HOME ADDRESS:

ZIP:

COUNTY:

CITY:

COUNCIL DISTRICT:

DATE OF BIRTH:

MALE

FEMALE

****Candidate must be 40 years of age or younger as of September 1, 2023 to qualify for the program.***

NO. OF EMPLOYEES IN COMPANY (Local Office):

No. Reporting to you:

DESCRIBE YOUR COMPANY'S INDUSTRY SECTOR & AREA OF SPECIALIZATION:

(Example: "Brokerage – Leasing & Property Management / Office & Industrial")

DESCRIBE YOUR POSITION, RESPONSIBILITIES & ROLE IN YOUR COMPANY

(Be specific about your professional expertise and activities):

AVERAGE NUMBER OF HOURS YOU CURRENTLY VOLUNTEER PER MONTH:

HOW OFTEN DO YOU TRAVEL IN YOUR CURRENT JOB, ON AVERAGE:

- Less than 1 day/month
- 2-5 days/month
- 6-10 days/month
- 11-15 days/month
- More than 15 days/month

How long have you lived in the San Antonio area? How long do you plan to remain in the region?

WORK EXPERIENCE:

(Please list all previous places of employment. Include any internships. Attach an additional page if needed)

<u>Company / City</u>	<u>Employment Dates From – To</u>	<u>Position/Role/Responsibilities</u>
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VOLUNTEER EXPERIENCE (Non-RECSA):

Please list key professional, civic, religious, fraternal, or other organizations, and your level of involvement.

<u>Organization / City</u>	<u>Participation Dates From - To</u>	<u>Position/Role/Responsibilities</u>
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VOLUNTEER ACTIVITIES with RECSA:

Please list committee and/or event, committee chair, dates and your role.

Committee/ Event	Comm Chair / RECSA Staff	Participation Dates	Position/Role/Responsibilities
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PROFESSIONAL MEMBERSHIP / HONORS / AWARDS / OTHER:

Please list any significant honors, awards, or special recognition you have received.

EDUCATION: *(Include High School)*

<u>School/Institution</u>	<u>Dates From - To</u>	<u>Degree/Major</u>
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