



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

Q & A FOR 2024 – 2025 PROGRAM

(Deadline for Application: Thursday, July 18, 2024, 5:00 p.m.)

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

In its thirty-two-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, 2024. 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**. Although not required, you may also submit additional supporting material you believe the evaluation committee should take into account. This can include items such as reference letters, accolades, personal and professional certificates, portfolios, etc. 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 an 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 5 p.m. on Thursday July 18, 2024.

Email: casey@recsanantonio.com

The selection process will begin August 1, 2024. Submission of an application DOES NOT GUARANTEE selection to the class.

The first program will be a mandatory retreat on Thursday, August 22, 2024 at Pedrotti's Ranch.

9. *What is the cost?*

The cost will be **\$2,500** per person, to be paid no later than **August 22, 2024.**

10. *How can I learn more about the program?*

You may contact the alumni listed below to ask questions about their experience with the program.

Ashley Nelson, Class of 2020 – anelson@guidoco.com

Crystal Acker, Class of 2022 – crystal@krugercarson.com

Fernando Diego, Class of 2015 – fdiego@metrobuilt.com

Caleb Barber, Class of 2022 – caleb.barber@amegybank.com