BOMA Emerging Professional Mentorship Program Information

Mentorship is a powerful, personal development relationship, in which a more experienced person helps guide someone with less experience.

BOMA San Antonio mentorship program was created to assist members who are new to the property management industry (mainly Emerging Leaders) and would benefit from mentorship. The sustainable success of any industry relies upon leveraging and sharing the invaluable wealth of knowledge of seasoned professionals with new members in the industry. The intent of the program is to match enthusiastic, but less experienced new members with seasoned, well-experienced property management professionals. Mentor/Mentee relationships have proven to be extremely effective in many industries.

Why Have a Mentorship Program?

- Increase job retention in the industry
- Give support to young professionals
- Pass on valuable knowledge to the next generation of commercial real estate leaders
- Provide a sounding board and professional advice
- Promote individual learning and growth
- Provide insight and guidance

Program Intent

The intent is for mentees to have a sounding board who they can reach out to on matters such as: overall career direction, including but not limited to, career development, industry trends, educational opportunities, industry advice or guidance. This program is not intended to be a counseling service, but one where a less experienced professional can receive guidance on how to become a more valuable industry asset, and to have a planned pathway to a rewarding career. While the program may afford an opportunity for some mentees to advance in their careers through the connections they make, the main goal of the program is education and not career networking. The program will create and foster a professional and personal relationship that will continue even when the program ends.

Program Format

- **Duration:** The mentorship program is a year-long program. Success will only be realized if both parties feel the sessions are powerful, effective, poignant and progress is being made. As a result, BOMA San Antonio requires both mentors and mentees to be willing to commit one full year to the program.
- **Interaction:** Between four and six meetings for at least one hour each. Minimum of four meetings.
- **Recommendation:** 1 x 60-minute session every two months.
- **Meeting Format:** Sessions can be a combination of telephone and in-person.
- **Recommendation:** As many in-person sessions as possible, and whatever method best serves both parties.

Matching Mentors with Mentees

BOMA San Antonio will match a mentor with a suitable mentee based on objectives and skill sets. The Mentor/Mentee must meet in person for an initial Introductory Session at the Kick Off Meeting to discuss the number, frequency and format of the sessions, and get to know each other. If BOMA San Antonio is unable to find an appropriate match, the mentee will be notified.

Keys to Success

- Confidentiality – there must be a level of trust between the mentor and mentee. This is based upon mutual trust and a commitment to maintaining confidentiality of the topics discussed.
- Commitment from the mentor and mentee to set aside the minimum amount of time required for the sessions and give one another their full attention.
- When a mentee has clear and concise objectives, i.e. “I would like to be promoted to a senior property management position within five years.”
- Establishing what the mentee wants to gain from the program at the Introductory Session.
- Mentors who have a desire to help others.
- Mutual respect – providing each other with a reasonable amount of notice if a session must be cancelled and rescheduling the session quickly.
- Understanding and maintaining professional boundaries.