

The Real Estate Council of San Antonio

Leadership Development Program

Q&A

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

In its 17-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 has had a successful leadership program for nine years and Austin, modeling its after Dallas,' has had one for a few years.

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

The class size will be limited to 25 participants 40 years and younger by September 1, 2008. 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. The class will be selected and introduced in October at the Council Open golf tournament.

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

Candidates will be required to submit an application, and **there may be an interview process**. Some who do not get into a class in one year (for example, because there are others from the same organization or too many from that same industry segment) may be given a firm indication that they will be welcomed into a future class.

5. *How will the program be structured?*

Each year's program will be run by a Steering Committee of RECSA members. The Committee will include some of our past Presidents, as one way to underscore the importance of this initiative. If there are, say, 7 sessions during the year, including the kickoff retreat scheduled for **September 26, 2008**, then 2-3 Committee members will be responsible for one of those sessions. Of course, there will be staff help, but we want the Committee to do the lion's share.

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

There are many worthy subjects, including *Water, Local Governance, Perspectives of Industry Legends* (a "fireside chat"), *Communication/Leadership, Transportation, S.A. Academic Infrastructure, Health/Biomedical Infrastructure*, etc., to be covered this year or in a future year. Each class will have a class community relations project. In addition, the class will have a small group project.

7. *How will each session work?*

Each session will be several hours in length (longer for the Retreat at the beginning), and will include either breakfast or 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?*

Please send nominations and applications via fax or mail by Friday, August 1, 2008 as follows:

- a) **Mail:**
Sylvia Pizzini-Cantu
The Real Estate Council of San Antonio
8626 Tesoro Drive, Suite 803
San Antonio TX 78217

The selection process will begin August 4, 2008. Submission of an application DOES NOT GUARANTEE selection to the class.

9. *What is the cost?*

The cost will be **\$1,000.00** per person, to be paid no later than September 1, 2008.