

# NAIOP

DL»DEVELOPING LEADERS

# NAIOP

COMMERCIAL REAL ESTATE  
DEVELOPMENT ASSOCIATION

COLORADO CHAPTER

NAIOP Colorado—Where Deals Get Done™

# MENTOR PROGRAM DIRECTORY 2017

# MENTOR

# MENTEE

- Share Knowledge and Experiences
- Coach and Guide Mentees
- Facilitate Networking
- Actively Listen and Ask Questions
- Provide a Positive Role Model
- Maintain Respect

- Be Prepared
- Take Responsibility for Relationship
- Be Receptive to Feedback
- Show Professionalism
- Maintain Respect

## UPCOMING EVENTS

July 17	<b>DL M/M Program Kick-Off Event</b>	<b>Coors Field, Super Suite 1,2,&amp;3</b>
July 20	NAIOP DL DDD	Star Bar
August 16	Winter Classic: Hockey Tournament	The Ice Ranch, Littleton
<b>August 29/30</b>	<b>DL M/M Program: Development 101</b>	<b>Location TBA</b>
September 15	NAIOP DL's Extreme Community Makeover Event	Westwood/Globeville Neighborhood
<b>September 20</b>	<b>DL M/M Program: Interview &amp; Speaking Coach</b>	<b>Location TBA</b>
<b>October 4</b>	<b>DL M/M Program: Educational Event</b>	<b>Location TBA</b>
October 5	NAIOP 2017 Property Tour	Southeast Suburban Denver
October 19	Winter Classic: Curling Event	Denver Curling Center, Golden
November 2	NAIOP Colorado Fight Night 2017	EXDO Center, RiNo
<b>November 8</b>	<b>DL M/M Program: Wrap Up Event</b>	<b>Location TBA</b>
November 14	Breakfast Event	Marriott City Center, Denver
December 7	Annual Holiday Reception	Location TBD

# WELCOME TO THE NAIOP COLORADO MENTORSHIP PROGRAM

## Objective

Provide a young, working NAIOP member an opportunity to learn different aspects of the real estate industry from an experienced professional. The mentor would also provide career and professional advice in an effort to develop the mentee's ability to succeed in the real estate industry.

## The Mentor / Mentee Relationship

Mentors and their Mentees commit to a one year term. During that period, Mentors will meet with their Mentees at least once a month, or more frequently as they feel appropriate. Mentees, this is your opportunity to engage with one of the top professionals in the industry -make it count! Some tips for success:

### Mentees:

- Be proactive in reaching out to your mentor to schedule meetings
- Be respectful of your mentor's time and be flexible to their schedule
- Extend an invitation when you find events that would be of interest to both you and your mentor

### Mentors:

- Enhance the experience by joining with another mentor to organize a joint mentor/mentee meeting
- Understand your mentee's goals for the program

*Note: Additional tips for success included on next page.*

## Opportunities for Group Interaction

The Mentorship Program Kickoff Event will be held at Coors Field, Super Suites 1, 2, & 3 scheduled July 17, 2017. In addition to the kickoff event, there will be several additional events specifically for Mentors and Mentees. You can find these under the upcoming events section.

## Engage and Learn!

The NAIOP Colorado calendar of events page at NAIOP-Colorado.org will serve as a valuable resource for mentorship participants. The calendar will continually be updated with events designed to enhance awareness and understanding of industry trends. Attending events such as DL's Deals, Drinks & Dives with your mentor or NAIOP breakfast meetings with your mentee serve as great opportunity to enhance the relationship developed through the mentorship program.

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# TIPS FOR HOW TO HAVE A GREAT MENTORSHIP EXPERIENCE

- Set the stage for a great experience by conveying your enthusiasm and making a personal connection via the tone of your email or phone communication.
- Establish the time and location for the meeting, specifying both the starting and ending time for the conversation. If you select a restaurant or coffee shop, it is best to share the expense.
- Agree on how much advance notice each of you would need if a session has to be postponed.
- Learn about each other in advance. Mentees could research their Mentors' backgrounds, and Mentors might request that Mentees provide a brief bio and resume prior to the meetings.
- **Mentees: be prepared for your mentoring sessions.** Prepare an agenda of topics you wish to cover, and prepare some open-ended questions that will guide the discussion without restricting Mentors' feedback. Ask if a Mentor would like to see the agenda in advance, should they feel it will help them prepare as well. As the meeting unfolds, both parties will have an opportunity to provide context, brief updates, or ask specific questions that enhance the exchange.
- Both parties should be fully present. Sharing requires excellent listening skills and your full attention. Set aside daily pressures during a mentoring session so that you can get the most from the experience.
- Be an active listener. Periodically paraphrase or repeat what the other person says to confirm that you understand a question or the feedback given.
- Make it a goal to establish a personal connection during the session. One of the pleasures of a mentoring relationship is the sense of connection between two people. This happens when conversation is shared equally and one listens with an open mind.
- A mentoring session is an exchange, not an interview. It is common for Mentees to take notes; however, don't do so excessively, or you may not be engaged in the conversation and fail to establish a relationship.
- Summarize each session. At the close of a meeting, Mentees could briefly and enthusiastically speak about the insights gained. This would help imbed the information in your mind, plus let your Mentor know to what extent the session was helpful. Mentors also could provide encouragement and summary feedback to Mentees.

# MENTOR

## **Ed Anderson**

Connexion Asset Group

(303) 205-6700

[eanderson@connexionAG.com](mailto:eanderson@connexionAG.com)



# MENTEE

## **David Smith**

Trammell Crow Company

(303) 628-1730

[dhsmith@trammellcrow.com](mailto:dhsmith@trammellcrow.com)



## **Jimmy Balafas**

Kentro Group

(303) 500-0946

[jb@kentrogroup.com](mailto:jb@kentrogroup.com)



## **Ryan Simpson**

DCT Industrial

(303) 204-4735

[rsimpson@dctindustrial.com](mailto:rsimpson@dctindustrial.com)



## **Mike Cantwell**

CBRE

(303) 618-2908

[michael.cantwell@cbre.com](mailto:michael.cantwell@cbre.com)



## **Campbell Davis**

Cushman & Wakefield

(704) 488-6671

[campbell.davis@cushwake.com](mailto:campbell.davis@cushwake.com)



## **Sara Croot**

JP Morgan Chase

(303) 906-6383

[sara.d.croot@chase.com](mailto:sara.d.croot@chase.com)



## **Megan Turner**

United Properties

(720) 898-5851

[megan.turner@uproperties.com](mailto:megan.turner@uproperties.com)



## **Brian Dietz**

Opus Development Company LLC

(303) 579-8747

[Brian.Dietz@opus-group.com](mailto:Brian.Dietz@opus-group.com)



## **Zi Chong**

EverWest Real Estate Partners

(608) 609-8247

[zisen.chong@everwest.com](mailto:zisen.chong@everwest.com)



# MENTOR

## **Mara Fabian**

Lowe Enterprises Real Estate Group  
(303) 850-2304  
mfabian@loweenterprises.com



# MENTEE

## **Jennifer Pittenger**

First American Title - NCS  
(303) 876-1123  
jpittenger@firstam.com



## **Sherri Goldstein**

Land Title Guarantee Company  
(303) 519-6587  
sgoldstein@ltgc.com



## **Justin Clark**

EverWest Real Estate Partners  
(817) 913-8951  
justin.clark@everwest.com



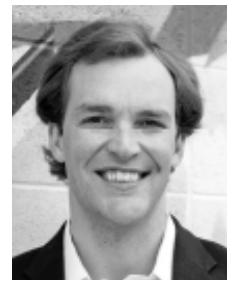
## **Kevin Kelley**

United Properties  
(303) 918-1026  
kevin.kelley@uproperties.com



## **Beau Breck**

LCP Development  
(303) 815-0965  
bbreck@lcpdevelopment.net



## **Tom Kooiman**

Brinkmann Constructors  
(303) 909-1909  
tkooiman@askbrinkmann.com



## **John Huemoller**

First American Title - NCS  
(720) 202-9102  
jhuemoller@firstam.com



# MENTOR

## Chris King

DPC Development Company  
(720) 528-3341  
cking@dpccompanies.com



## Justin Lutgen

DPC Development Company  
(720) 528-3349  
jlutgen@dpccompanies.com



## James Mansfield

Pinnacle Real Estate Advisors, LLC  
(303) 726-1099  
jmansfield@pinnaclereia.com



## Jim Neenan

Prime West Companies  
(303) 710-1859  
jim.neenan@primew.com



## Jaime Pollock

United Properties  
(720) 898-8866  
jamie.pollock@uproperties.com



# MENTEE

## Sam Bell

Cushman & Wakefield  
(203) 644-9025  
sam.bell@cushwake.com



## James “Bo” Pitto

JLL  
(303) 260-6529  
bo.pitto@am.jll.com



## Charley Will

CBRE  
(720) 628-0768  
charley.will@cbre.com



## Mike Viehmann

Cushman & Wakefield  
(720) 391-8292  
mike.viehmann@cushwake.com



# MENTOR

## **Tim Schlichting**

LCP Development

(303) 775-5073

[tschlichting@lcpdevelopment.net](mailto:tschlichting@lcpdevelopment.net)



## **Cooper Williams**

Essex Financial Group

(303) 843-4581

[cwilliams@essexfg.com](mailto:cwilliams@essexfg.com)



## **Mark Witkiewicz**

McWhinney

(720) 202-6375

[markw@mcwhinney.com](mailto:markw@mcwhinney.com)



## **Bill Woodward**

RISE Commercial Real Estate Advisors

(303) 906-8493

[bwoodward@RISEcrea.com](mailto:bwoodward@RISEcrea.com)



# MENTEE

## **Nathan Levy**

Diamond Ventures

(520) 405-6376

[nlevy@diamondven.com](mailto:nlevy@diamondven.com)



## **Harry Green**

Colorado State Bank & Trust

(303) 863-4476

[harry.green@csbt.com](mailto:harry.green@csbt.com)



## **Justin Mihalcin**

Pinnacle Real Estate Advisors, LLC

(720) 280-5155

[jmihalcin@pinnaclereia.com](mailto:jmihalcin@pinnaclereia.com)



## **Dominic DiOrio**

JLL

(303) 260-6531

[dominic.diorio@am.jll.com](mailto:dominic.diorio@am.jll.com)



# OUR COMMITTEE

## Jason Bonanno

Ten-X  
(303) 385-7132  
jbonanno@ten-x.com



## John Daskam

Spierer Woodward Corbalis  
Goldberg  
(720) 355-6319  
john.daskam@practicallawyer.com



## Abby Kirkbride

**Mentor Program Co-Chair**  
Brownstein Hyatt Farber Schreck  
(303) 223-1161  
akirkbride@bhfs.com



## Adam Loveland

**Mentor Program Co-Chair**  
Citywide Banks  
(303) 524-0067  
loveland@citywidebanks.com



## Kevin Rohrbough

Atwell, LLC  
(775) 720-3132  
krohrbough@atwell-group.com



## Mike Cantwell

**Mentor Program Co-Chair**  
CBRE  
(303) 618-2908  
michael.cantwell@cbre.com



## Erin Kelley

**Mentor Program Co-Chair**  
Wember, Inc.  
(303) 501-9923  
ekelley@wemberinc.com



## Nick Kitaeff

**Mentor Program Co-Chair**  
Confluent Development  
(671) 771-9350  
nkitaeff@confluentdev.com



## Ian Nichols, DL Chair

**Mentor Program Co-Chair**  
Baron Property Services LLC  
(303) 374-4383  
inichols@baronproperties.com



## Courtney Schneider

United Properties  
(303) 550-2154  
Courtney.Schneider@uproperties.com



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# OUR COMMITTEE

## Cody Stambaugh

Pinnacle Real Estate Advisors, LLC  
(720) 291-0686  
CStambaugh@PinnacleREA.com



## Celeste Tanner

Confluent Development  
(303) 803-4697  
ctanner@confluentdev.com



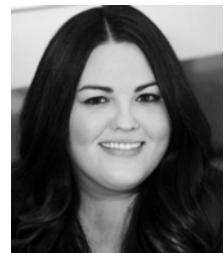
## Jason White

JLL  
(720) 935-2168  
jason.white@am.jll.com



## Jacey File

Meeting & Events Coordinator  
NAIOP Colorado  
(303) 782-0155  
jcfile@wmrdenver.com



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