

M.I.N.D.

Mentoring Into New Dimensions

Mentors Shall Have:

- **Minimum 10 years in the apartment industry**
- **Exhibited growth through the industry**
- **Track record of professional success**
- **Considered a leader within their company**
- **Approval from supervisor**
- **Experienced with goal setting and training**
- **Agree to one year commitment**
- **Agree to Absolutely No Poaching Rule**
- **Able to meet monthly with Mentees with in person meetings at least once per quarter**
- **Provide an open and inclusive environment and a safe place for mentees to discuss challenges**
- **Committed to improving the community by being a resource to the new talent of our industry in their professional and personal growth**

Mentees Shall Have:

- **Less than 5 years in current position**
- **Approval from supervisor**
- **Agree to one year commitment**
- **Agree to Absolutely No Poaching Rule**
- **Able to meet monthly with Mentors with in person meetings at least once per quarter**
- **Committed to taking an active role in developing their skillsets through cross company mentoring.**
- **Committed to their individual professional growth**

