



2026-27 Overview Young Professionals Group

Introduction

NAIOP SoCal, in conjunction with the national organization based out of Washington D.C., first established its SoCal Young Professionals Group (YPG) program in 2005 as a result of the recognized need to provide advanced education in the real estate disciplines to our younger members. The industry, overall, was not believed to be doing an adequate job in preparing its newer members to succeed in the commercial real estate industry. YPG offers a program that is designed to **educate, develop, connect and elevate** the next generation of commercial real estate leaders. This is accomplished through:

- **Educational Sessions:** Immersive training across a broad range of commercial real estate disciplines, providing participants with essential foundational knowledge that supports any future career path within the industry.
- **Networking Opportunities:** Curated networking sessions that help participants build a strong peer cohort—relationships that grow with them over the years and serve as a valuable cross-disciplinary resource throughout their careers.
- **Access to Industry Leaders:** Direct exposure to key decision-makers who serve as advisors, role models, and informal career coaches for the next generation of commercial real estate professionals.
- **Leadership Development:** Focused leadership training designed to equip emerging professionals with the critical business skills needed to advance within their firms and become future leaders of the commercial real estate industry.

Admission Requirements

YPG participants will be selected on an annual basis. Applicants must be 35 years of age or younger as of December 31, 2026, (*Year of birth 1991 or later*). The program fee is \$5,250. The suggested payment amount from the company and the student is listed below. Requirements for admission are as follows:

- Submission of YPG application
- Execution of YPG agreement & Commitment
- Execution of Employer Endorsement
- Submission of 2 Recommendation letters
- Active membership in NAIOP SoCal
- Sponsor company's commitment to pay a \$4,000 corporate fee for each candidate accepted into the program
- Applicant's commitment to pay the student tuition of \$1,250
- Attendance at the YPG Learning Center Retreat, a two-and-a-half-day retreat scheduled for August 21st-23rd.
- Attendance at monthly training sessions and networking events that will be separate from other NAIOP activities
- Three (3) Meetings with members of NAIOP SoCal's YPG Selection Committee

Course Information

This 70-hour program is exclusively offered to qualified members of the Young Professionals Group (YPG). The cohort will meet one afternoon each month, with every training session lasting four to five hours and followed by a



reception and networking event for all participants. Meetings will take place at venues that are centrally located for the group and suitable for the needs of the program facilitator.

In addition to the monthly sessions, the program includes a required two-and-a-half-day retreat held at a local hotel and conference center designed to support professional development programs such as YPG. Participants will stay on-site for the full duration of the retreat, scheduled for August 21st–23rd. **Attendance at the entire retreat is mandatory—no exceptions will be granted.**

Text & Reading Materials

Prior to the Orientation session, you will receive a package of required reading materials. These resources focus on foundational business tools and techniques that are essential for all participants, regardless of their specific real estate discipline. Throughout the program, you will also receive case studies and additional materials tailored to each course module.

Before the first session, a collection of books and supplemental materials will be mailed to you, along with specific assignments from the program facilitator. These assignments must be completed in advance of the initial meeting.

Samples of materials provided in the current academic year have included:

- *Your Brain at Work, David Rock*
- *Learned Optimism, Martin Seligman*
- *Play to Win!: Choosing Growth Over Fear in Work and Life, Larry Wilson and Hersch Wilson*
- *Be Your Own Brand, David McNally and Karl Speak*

Course Descriptions/Objectives

The goal of this course is to equip future leaders of the commercial real estate industry with a broad-based understanding of critical industry components, core business and operating principles and meaningful exposure to top executives across the sector. Participants will also build a strong peer network of emerging professionals representing a wide range of real estate disciplines.

This experience is delivered through a combination of instruction from a leading personal development facilitator and interactive sessions with senior industry leaders who share insights from their own careers and projects.

Real estate disciplines incorporated into the course in past years have included:

- Acquisitions
- Capital Markets / Basic Finance
- Development Process
- Design & Innovation
- Construction Process
- Asset & Property Management
- Entrepreneurship / Real Estate Investments

Many of the program’s learning activities will be delivered through structured learning groups. During the initial Orientation session, participants will receive competency-based training focused on team formation and group facilitation, using real-world commercial real estate scenarios as the foundation for all exercises. The goal is to build highly effective teams within the YPG learning community that will collaborate throughout the year.



In addition, participants will engage in self-assessment activities designed to identify areas for personal and professional growth and to prepare them for success in the fast-paced, highly competitive commercial real estate industry.

Course Calendar/Schedule

The course will include monthly class meetings, with final dates and times determined during the first session. The program will begin with a mandatory two-and-a-half-day introductory retreat scheduled for August 21st–23rd. **Attendance at the full retreat is required**, and the program reserves the right to remove any participant who misses any portion of it.

This retreat serves as an intensive immersion experience designed to establish strong team dynamics and effective learning-group skills. These foundational elements will be essential not only for success throughout the remainder of the program but also for participants' broader collaboration and teamwork within their respective companies.

Each monthly meeting will take place within a 4–5-hour time block (typically 2:00–7:00 p.m.) and will alternate between industry-focused classes and personal/professional development sessions. The development sessions component will be led by the Course Facilitator. These sessions will build upon prior classes and continue strengthening group collaboration and learning-team development.

The industry-focused component will begin with an intimate conversation with a top commercial real estate executive, giving participants rare, direct access to leaders who share their career paths, insights, and lessons learned. These guest instructors will teach using real-world examples and optional case studies that illustrate what contributed to their successes—as well as what did not.

Preliminary course dates and topic outlines are provided below; all details are subject to change and will be finalized during the retreat.

- August 21-23rd: Orientation Session & Team Building Retreat
- Preliminary course dates:
 - September 16, 2026
 - October 13, 2026
 - November 10, 2026
 - December 8, 2026
 - January 19, 2027
 - February 9, 2027
 - March 9, 2027
 - April 6, 2027
 - May 18, 2027
 - June 8, 2027
 - July 8, 2027
 - July 23, 2027 - Commencement
- Industry Topics/Activities:
 - Refer to the Course Descriptions above for a listing of topics.
 - A year-end case study and team assignment will be scheduled in the Fall, for presentation in July 2026.
 - Networking sessions will be held periodically with alumni from previous YPG classes during the course of the year.

Course Policies

All participants in this program are required to adhere to the following course policies:



- *Attendance & Tardiness:* Attendance at all sessions is mandatory. Company sponsors acknowledge and support the participant's commitment to attend every class. If a participant misses a scheduled meeting, they must complete all required make-up work from that session. ***Missing two meetings may result in expulsion from the program, at the discretion of the course curriculum committee.*** Tardiness will not be tolerated. Because our time together is limited, punctuality is essential.
- *Missed Assignments:* All assignments—including any make-up work—must be completed for a participant to take part in commencement ceremonies and receive their certificate of completion.
- *Academic Integrity:* Although the program is voluntary and no grades are issued, participants are expected to maintain the highest standards of integrity. All individual and team work must be completed by the participants themselves. Academic dishonesty of any kind is not acceptable.

Examinations & Assignments

There will be a year-end team assignment consisting of a case study directly related to the course material. In addition, participants will complete a series of individual and group assignments throughout the program. These assignments will be required either prior to each class session or during the session itself and will draw upon the readings, tools, and concepts introduced in the course.

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