



# Colorado

## Leadership Pipeline Guidelines

As our region grows, ULI Colorado continues to advance and be an instrumental part of the real estate landscape. The leaders of our District Council believe it is important to draft a narrative and set of guiding principles that will serve as a plan for the Leadership Committee's growth and succession. Using this plan, we can prioritize decision making around our most valuable assets – our member leaders. Specifically, our Council is seeking to achieve the following:

- Create suggested prerequisite qualifications associated and applicable for any/all District Council management position. These are not meant to be hard and fast rules, rather targets that can be readily communicated and achieved.
- Provide upward mobility and a clearer path of future positions, especially for our high potential leaders (Hypos). It is these Hypos that we cannot afford to lose from the ULI system when their current role is set to expire.
- Set term limits that are readily communicated to all upfront. Again, these should not necessarily be one size fits all...or set in stone.
- Create Vice Chair positions to each management committee role to train the next leader(s).
- Promote diversity including gender, race, ethnicity, age, and geographical location
- Encourage new members or prospects to get involved and making space for them to step in where possible.

Below is a prerequisite qualifications checklist for future leaders along with an excel chart for our district council leadership and management committee to help us track our efforts.

### **Prerequisite Qualifications for selecting future leaders:** (check all that apply)

- Proven track record of ULI experience within same committee or other ULI area
- Time and availability to participate, ability to travel to meetings region wide
- Strong real estate industry network (ability to help recruit committee members, members, speakers, sponsors)
- Leadership skills (can facilitate/lead a meeting, help with visioning, natural motivator, dive in when needed, excellent speaking skills)
- Expertise within the specific real estate or leadership content area
- Has been the vice chair of same committee or other role in the committee previously
- Has other organization experience that matches needs
- Passion for the mission of the committee and ULI
- Decision Maker, top executive at Company
- Coordinates and works well with DC Chair and DC Staff