

## EMPOWERING FUTURE LEADERS 2026 MENTORING PROGRAM



The CREW NM Mentoring program provides experience and knowledge to women working in, or who are planning to enter, the commercial real estate industry. The program fosters a safe, yet challenging environment where women support women in personal growth and leadership development through social interactions and a unique multi-stage model. The program is founded on core principles organized in four consecutive states: *Engage, Envision, Empower and Expand*.

### PROGRAM BENEFITS

#### MENTOR BENEFITS

- Receive leadership training unmatched in the commercial real estate industry
- Play a role in the career advancement and professional growth of a protégé
- Implement change - share your experiences, expertise, and industry knowledge
- Broaden your own perspective and personal growth

#### PROTÉGÉ BENEFITS

- Learn time tested principles to tap into your talents and strengths to envision your future
- Gain insight from experienced professionals
- Discuss real life personal and career issues in a safe, non-judgmental space
- Recieve guidance through the process of self-discovery, growth and goal setting

### TIME COMMITMENT

The CREW NM Mentoring Program seeks protégés and mentors who are willing to commit to a seven-month curriculum. Mentors and protégés are strongly encouraged to connect monthly to work through modules, as well as attend the following events:

Interviews	February 9-20, 2026 (Date & Time TBD)
Pairing Event	March 18, 2026 4:00 - 6:30 PM
Group Meetings	March 18; April 15; May 20; June 17; July 15; August 19; September 16, 2026 4:00 - 6:00 PM
Graduation	October 14, 2026 4:00 - 6:00 PM

Interested mentors and protégés should complete and return an application to Martha Tierney at [martha.tierney@usbank.com](mailto:martha.tierney@usbank.com) by October 31, 2025.

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