

APPLICATION DEADLINE: APRIL 30, 2026, 5:00 PST



**APPLY ONLINE AT
NAIOPSFBA.ORG/YPG**

Premier 12-Month Leadership Development Program

The Young Professionals Group (YPG) program cultivates the next generation of commercial real estate leaders through an immersive curriculum tailored for rising professionals aged 35 and under. This highly-selective annual program provides best-in-class leadership training, a real estate education taught by industry executives, and the opportunity to build a lifelong network of future industry leaders.

COMPREHENSIVE INDUSTRY EDUCATION

- Talks led by industry experts to provide perspective across real estate disciplines, like acquisitions, development, financing, asset management, and starting a firm
- An intensive, best-in-class leadership development curriculum
- Opportunities to collaborate with peers on real estate case studies

EXCLUSIVE ACCESS & RELATIONSHIP-BUILDING

- Unparalleled networking with a peer group of future industry leaders
- Access to senior industry leaders and the opportunity to develop relationships with other NAIOP members
- Invaluable connections that open doors for accelerated career growth

2026-2027 PROGRAM KEY DATES:

Applications Open: February 1, 2026

Application Deadline: April 30, 2026

Admissions Decisions: By May 14, 2026

Mandatory Orientation: August 28-30, 2026

HIGHLY SELECTIVE ADMISSIONS

Only 35 candidates are admitted annually based on:

- Professional achievements and leadership potential
- Commitment to growth and diverse perspectives
- Employer endorsement and shared tuition commitment

MANDATORY TIME COMMITMENT

- 2-night retreat in August
- Attendance at monthly sessions
- Preparation work required outside of class

INFORMATIONAL SESSIONS

- February 17, 2026, 8:30-9:30 AM
- March 18, 2026, 4:00-5:00 PM
- April 16, 2026, 12:00-1:00 PM

Apply Now!



YOUNG PROFESSIONALS GROUP APPLICATION PACKET



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The Young Professionals Group (YPG) program cultivates the next generation of commercial real estate leaders through an immersive curriculum tailored for rising professionals aged 35 and under. This highly selective annual program provides best-in-class leadership training, a real estate education taught by industry executives, and the opportunity to build a lifelong network of future industry leaders.

PROGRAM HIGHLIGHTS

- EDUCATION:** Monthly sessions on commercial real estate disciplines and professional development, led by industry experts and leadership coaches.
- NETWORKING:** Opportunities to build lasting industry connections with a cohort of peers.
- MENTORSHIP:** Access to industry leaders for guidance and coaching.
- LEADERSHIP:** Training aimed at developing essential business skills for career advancement.

"NAIOP's YPG Program enabled me to take my career to the next level. The program's focus on leadership skills and professional development gave me the tools and confidence to advance my role within my company. Also, the peer network created by the program is unmatched. I know I'll be working on transactions in my market with fellow YPG Alums for years to come."



**BRIANA
HARNEY-DEHAAN**
2024 NAIOP SFBA PRESIDENT, NORTHMARQ

QUALIFICATIONS

Applicants must be professionals in the commercial real estate industry, 35 years or younger as of December 31, 2026, willing to commit time and resources, and demonstrate high standards of professional and personal integrity, leadership qualities, and positive attitudes. Relevant work experience and active involvement in NAIOP or related organizations are also considered.

SELECTION PROCESS

Each year, up to 35 candidates are chosen after a thorough selection process. Applications open February 1st and close April 30th. All applicants are notified in May, and the program begins with an orientation retreat in August.

YPG aims for diversity in industry focus, corporate roles, age, gender, and ethnicity to enrich participants' skills crucial for leading real estate firms. Selection is by NAIOP San Francisco Bay Area Chapter leaders, ensuring a broad representation of the industry.

PROGRAM TUITION

Tuition is set at \$4,000, split between the company (\$3,500) and the student (\$500), plus an annual fee for NAIOP Developing Leader membership, unless already a member. Tuition covers the cost of retreat lodging, provided meals, and all program materials and instruction. If accepted into program, Tuition Deadline is Friday, July 31, 2026.

TIME INVESTMENT

Participants must dedicate additional hours monthly beyond scheduled classes for case studies and group projects, outside regular work hours. The program kicks off with a mandatory orientation and team-building retreat over a weekend in fall, specifically August 28-30, 2026. Attendance at this session and all monthly classes is compulsory for program enrollees.

All classes are from 1:00-5:00 PM, followed by a happy hour. Dates: 9/16/26, 10/21/26, 11/18/26, 12/16/26, 1/13/27, 2/17/27, 3/10/27, 4/14/27, 5/12/27, 6/16/27

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APPLICATION SUBMISSION

To apply for the NAIOP SFBA YPG Program please visit naiopsfba.org/ypg/apply or use the provided QR code for virtual application access. During the application process, you'll be able to upload your resume, submit essay question responses, as well as sign the Program Commitment Agreement. Ensure you have your resume and prepared answers to essay questions in advance, as the system will not permit additional uploads or edits after submission.

Recommendation and Employer Endorsement Forms are to be submitted separately and directly from employer and referrer at naiopsfba.org/ypg/apply.

PROGRAM COMMITMENT AGREEMENT

- **MONTHLY MEETINGS & ASSIGNMENTS:** One regularly scheduled four-hour class session followed by a networking event to interact with class and guest lecturers. Homework and case studies related to monthly topics may be assigned. Completion of all assignments is mandatory for graduation from the program.
- **KICK-OFF RETREAT:** There will be one orientation retreat weekend that will be held August 28-30, 2026. **Attendance at the entire retreat is mandatory, including overnight stays.**
- **STRICT ATTENDANCE POLICY:** Prompt attendance at all sessions is considered mandatory. If a YPG member misses or is tardy for any scheduled meeting, they will be required to complete all make-up work required in that class session. Two missed meetings will subject the participant to expulsion from the program. Decisions on expulsion will be up to the YPG advisors. Tardiness for any class session will not be tolerated.
- **FINANCIAL RESPONSIBILITY:** The total fee for the YPG program is \$4,000 and must be paid in full by Friday, July 31, 2026. Of this amount, \$3,500 is to be paid by the member's company on the student's behalf, with the additional \$500 paid by the student.
- **CHAPTER MEMBERSHIP:** Individuals accepted into the program must be current NAIOP-SFBA Chapter members, or must have their membership application completed and paid by Friday, July 31, 2026.

REQUIRED APPLICATION COMPONENTS

- ✓ **ONLINE APPLICATION:** Submit before Thursday, April 30, 2026, 5:00 PST
- ✓ **(2) RECOMMENDATION FORM:** Two letters of recommendation. Forms must be **submitted directly** by the referrer and preferably an active NAIOP San Francisco Bay Area member.
- ✓ **EMPLOYER ENDORSEMENT FORM:** Considering the significant time commitment required for the program, a letter of endorsement **submitted directly** from your employer is required.
- ✓ **RESUME:** Provide an up-to-date, one page resume. Including details of your current job role, all past Commercial real estate-related employment experiences (including internships), and educational history.
- ✓ **SIGNED PROGRAM COMMITMENT AGREEMENT:** Review and submit the acknowledgment of core program elements, attendance policy, and financial responsibility.
- ✓ **ESSAY QUESTION RESPONSES:** Help the selection committee get to know you by providing brief answers to the following questions (max 50 words). Please note that the word count is strictly enforced.
 - Why did you choose to work in the commercial real estate industry?
 - Provide a concise overview of your typical daily work tasks and responsibilities.
 - Please briefly describe your short-term and long-term career goals or objectives.
 - What person has played the most important role in the development of your professional career so far and how has that person influenced your career decisions?
 - Why do you want to be in YPG and how can you contribute to the program? (max 75 words)
 - Are you currently or previously involved in a committee/program in NAIOP SFBA or any other industry related organization? If yes, please describe.