

## A NOTE FROM OUR PRESIDENT

MNCREW celebrated Women's History Month (March) and International Women's Day (March 8<sup>th</sup>) in style with our inaugural Women's Leadership Conference.



It was a wonderful day of inspiration, education and networking. I heard nothing but praise for this amazing event. Many kudos to the hardworking MNCREW volunteers who worked to pull this event together in conjunction with ACG Minnesota and Corvus North. In addition, our amazing event sponsors were instrumental in making this day happen. Our chapter continues to excel with amazing programs and events that support our mission to "Ignite the commercial real estate industry through the collective achievements and unique strengths of women." Please visit our website often (MNCREW.ORG) to see all of the future events coming soon.

Another thing that the amazing women of MNCREW do is support the CREW Network Foundation. The CREW Network Foundation is dedicated to transforming the commercial real estate industry and advancing women in our industry through scholarships, research and career outreach. For those that have donated already, THANK YOU! Our chapter challenge is underway and we are working to achieve 50% member participation, so if you have not already done so, please consider donating today.

I encourage everyone to find a way to advocate and support emerging leaders. The last few months we have seen how students and young people are speaking up. I have been so inspired by all the young voices coming out and taking a stand for their wellbeing and safety. I think we can all agree that standing up for what you believe in is inspiring. I challenge you all to speak up and advocate for what you believe in, and in the words of Maya Angelou, "If you don't like something, change it, and if you can't change it, change your attitude."



### 2018 MNCREW PRESIDENT

[Deb Barnes](#)

Principal | Vice President  
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MNCREW is a place that welcomes the diversity of thought and perspective that each member brings, and together I look forward to meaningful connections and dialog.

# LISTENING WITH INTENTION

THOUGHT LEADERSHIP



WRITTEN BY

**Christy Lewis**

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I recently had the honor to complete one of three chapters in the CREW Network leadership certificate program. It has become vastly apparent to me how useful the curriculum on listening skills, taught by Gloria Schuck, PhD, MIT, has become. I thought I'd share a few takeaways.

*"Leadership is about self-confidence, self-esteem, self-love, and communicating it to others."*

— Peter Aldrich

One of the key messages Gloria provided was on effective listening and how impactful this skill is to being a great leader. She states, we must listen with intention, to understand, to enjoy, to learn and to give help. Unfortunately, many barriers exist to effective listening and we often listen to compare, mind read, judge, dream, identify, advise, spar, derail, placate, or to be right.

## **A few examples to prevent these listening road blocks are:**

- Zero distractions = clearly hearing the message
- Be mindful of verbal cues
- Ask questions if you don't understand
- Focus on the idea, without judgement on the speaker alone
- Control your reactions
- Entertain the idea and suspend judgement
- Evaluate and ask more questions
- Be responsive to the message
- To maximize intake, take notes
- Listen as a future promoter, take down key points
- Listen with a positive attitude
- Be present
- Manage your own non-verbals

You can discover your listening attitudes and behaviors in the book "The Business of Listening" by Diane Bone, the assessment can be found on page 30-31.

One of my favorite messages from Gloria was that there is no "cookbook" for leadership. It is an on-going process of learning and personal development, which is life-long.

# CRE REVEALED

## FEATURED PROJECTS



WRITTEN BY

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Oracle Corp.'s Minneapolis office is looking to sublet 40,000 square feet of its space at the Oracle Center in downtown Minneapolis.

**Cresa's** Minneapolis office is marketing the space on the 12th and 13th floors which is quoted at \$18/square feet gross.



Local entrepreneur Steele Smiley has acquired local, healthy, fast-casual concept, Crisp & Green and intends to expand the concept through franchising. **Crisp & Green** currently has locations in the North Loop and Wayzata.

New ownership has transformed the former Sparks restaurant in Minneapolis' Bryn Mawr neighborhood into **La Mesa**. La Mesa will serve Ecuadorian food using the large wood-fired oven that is the centerpiece of the space.



Husband and wife team, Deb and Stephen Long, will be opening Woodbury's first brewery later this year. 3rd Act Craft Brewery will be located at 4120 Radio Drive, Hopkins-based **Wilkus Architects** is the architect of the 5,600 square foot facility.



**United Properties** closed March 7th on the \$2.28M purchase from the City of Maple Grove for a 4.6-acre site where it plans to develop a 102-unit senior housing cooperative called Applewood Pointe. Construction is slated to begin in May.

**Community Development Agency** is fielding proposals for a multifamily or mixed-use development on a county-owned 1.74-acre site on Robert Street in West St. Paul. The new development will complement a recent \$39M makeover of Robert Street which delivered a wider road, curb and gutter replacement, decorative lighting, landscaping and pedestrian upgrades. Proposals are due April 11th with a goal of awarding by July.

**Bill Gates** recently spent \$100M buying up stock in **Ecolab Inc.** Gates has been Ecolab's biggest shareholder since 2011 and now with this new investment, Gates' Cascade Investment holds 10.1% of the company.

**Rikki Giambruno**, a MN native who has been working in New York, has returned home and will open Hyacinth in the former **Golden Fig** space in St. Paul. The restaurant will serve food inspired by Southern Italy and will likely feature a custom brew from Bad Weather, where his brother is a co-owner.

**United Properties** has sold part of Gaviidae Commons that includes a Walgreens and Orthology. An entity related to KB Property Advisors out of Las Vegas paid \$24.55M for the space. United still owns and occupies its corporate headquarters in the building.

# MEMBER SPOTLIGHT

KORI DEJONG

MEMBER PROFILE



## CONTACT INFO

[Kori DeJong](#)  
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Manager  
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### What or who brought you to MNCREW

Claire Roberts was the person to introduce me to MNCREW. Thanks Claire.

### Involvement with MNCREW

I am currently active on the Women Run the Cities committee. I have been a member for three years. I really enjoy the programming at MNCREW, very informative and relevant. I am still getting introduced to members.

### Current position, employer, or career and connection to commercial real estate

I am a Senior Property Manager at Wellington Management Inc. (WMI), I have been with WMI for 14 years. I currently manage and lease properties in Burnsville, St. Paul and Minneapolis. I also was a Property Manager at Frauenshuh Companies for six years, managing property for them in downtown St. Paul.

### Accomplishments

Completed a charter school lease in 2017. Universal Academy Charter School will occupy its permanent home in the summer of 2018. It was quite an experience to take them from a building they were moving from due to a sale, putting them into temporary space for one year while waiting for them to get their new permanent location in the summer of 2018.

### Personal Information

I was born in Heidelberg, Germany, where my father served in the US Army. I live in Roseville, I have been married to Randy DeJong for 14 years and we have two beautiful daughters, Sophie and Stella and a dog, a wheaten terrier, Rosie.

### Career advice or favorite mentor

There is no such thing as work/life balance. You have just ONE LIFE, how do you want to live it? - Missy Chicre; What would you attempt to do if you knew you could not fail?

I am learning the ropes and I truly appreciate all the contacts I am making because of MNCREW.

# MEMBER SPOTLIGHT

PAM HAQUE

MEMBER PROFILE



## CONTACT INFO

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### What or who brought you to MNCREW.

Amy Wimmer, also with Hines and a MNCREW member, brought me as her guest to my first meeting.

### Describe your involvement with MNCREW so far (or for future); and how long a member; benefits or connections you enjoy at MNCREW.

I have been a MNCREW member since 2004. Most recently I have co-chaired the Events committee for the past two years and am now a member of the committee. I respect the celebration of women in real estate that MNCREW provides and enjoy the variety of connections I have made, either in my peer group or as a business partner.

### Past jobs or careers

I have been with Hines for 17 years! I started as a temporary receptionist in an industry unknown to me while I went to college and have been there ever since. I've been able to advance my career within Hines and work at several different properties to keep things fresh. I thoroughly enjoy my job; I love the variety and the array of skills needed to be successful - no day is ever the same and no day is ever boring!

### Accomplishments

I most recently received a MNCREW Celebration Award for Excellence in Design for a new amenity space constructed at Fifty South Sixth. The space has received abundant recognition and praise from tenants, Hines and the local community - it was a fantastic project to be a part of.

### Dinner with any person

I would choose my Grandma. She passed away several years ago but she was such an inspiration and light in my life. Her spirit and determination was admirable and she was a strong force to be reckoned with. She had a wonderful way of listening and giving advice - plus she was a blast to hang out with.

I respect the celebration of women in real estate that MNCREW provides and enjoy the variety of connections I have made.

## NEW MEMBERS

## FEATURED NEW MEMBERS



**Leah Smith**

Regional Business  
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Director

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**Linne S. Lynn**

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**Jennifer Ellingson**

Area Manager

Denison Parking, Inc.

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"I enjoy nurturing relationships and bringing companies together for mutual benefit. My business development background in engineering and construction firms in the Twin Cities and Chicago will give great insight into the types of programs that will engage attendees at MNCREW programs."



"I assist clients in lowering their property tax assessed values and challenging their classification and/or exemption status. I am excited to join MNCREW to learn more about how I can work with and support other women in commercial real estate. I look forward to serving on the Sponsorship Engagement Committee to creatively engage current and potential sponsors."



"I joined MNCREW to connect and network with women in real estate. I believe connecting with new people will build relationships that will lead to future success for both parties. I look forward to serving on the Events Committee - this will expand my network while attending fun events!"

## CELEBRATE SUCCESS

The YMCA of Minneapolis recently celebrated the opening of the new Douglas Dayton YMCA at Gaviidae Commons. The YMCA, which said it has 7,000 members at its downtown location, moved from its previous location on 9th and LaSalle. MNCREW member **Emily Nicoll**, and her partner Brandon Megal, of CBRE represented the YMCA and collaborated with member companies RJM Construction, HGA Architects and Cresa Corporate Real Estate. Read more about the ribbon cutting [here](#).

**Stoel Rives'** renovated office space at City Center was recently recognized by the Minneapolis/St. Paul Business Journal as a "Cool Office." You can read about their new space [here](#). MNCREW members **Deanne Erpelding** from Nelson and **Heather Weerheim** from Greiner Construction were both involved in the renovation of this "cool office."

**McGough** was presented with the T.O.P.S. award (Teamwork, Opportunity, and Partnering with Subcontractors) for General Contractors over \$100M in annual

volume from the Minnesota Subcontractors Association (MSA) at their annual awards banquet. This is the second consecutive year McGough has been recognized with this honor, bringing their total to 7 times since the award's inception - much more than any other General Contractor in Minnesota! McGough is humbled and extremely proud of their entire team carrying out their work in the "McGough Way" by acting with integrity, doing the right thing, and showing respect for people. You can read more about the Awards [here](#).

## CELEBRATE SUCCESS (CONT.)

March marks a big milestone for [Jaci Bell](#) of **Kraus-Anderson Development Company** as three of the four buildings on the KA Block Redevelopment Project are open for business! Jaci has been managing the development for this project for nearly three years. This \$180M project turned a 2.5-acre site with a surface parking lot and two-story office building into a vertical mixed-use development featuring KA's new Minneapolis Headquarters office building, Finnegans House - a 4 story multi-tenant building home to [Finnegans](#) Brewery and Tap Room, the 300+ unit [HQ Apartments](#), and a Marriot Autograph Hotel which will open this fall. The block also includes two levels of underground parking. This project is a notable example of how KA worked with the City of Minneapolis and Elliot Park Neighborhood Association to revitalize an underutilized property in an up-and-coming neighborhood near the downtown core.

**RJM Construction** was named General Contractor of the Year by Minnesota Construction Association (MCA) at the Association's annual Awards of Excellence event. Each year MCA recognizes construction projects and members that make substantial contributions to the community and the Association. You can read more from RJM [here](#) and see all the [winners](#) from this year's event.



**CMA** received a Minnesota Shopping Center Association (MSCA) Starr Award for the Knopf Fine Art Photography Gallery in Minnetonka in the Interior Design: Retail/Non-Food Service category. This category is judged on the innovative use of materials, functionality of plan, successful retail merchandising, construction issues, interior lighting and overall image. You can see more of the gallery and the judging criteria [here](#).

Congratulations to **Jessica Erickson** who recently joined the **bdh + young** team as their Marketing Specialist. To learn more about Jessica's new role or how you can collaborate with bdh + young, please contact her at [jerickson@bdhyoung.com](mailto:jerickson@bdhyoung.com) or 651.470.6029.

**Alexandra Tseffos** has started her own company, Silent T Consulting. Alexandra is returning to her designer roots and plans to help furniture dealerships with the adoption of technology, including CET Designer. To learn more about her company and how you can collaborate with Silent T Consulting, please contact Alexandra at [alexandra@silenttconsulting.com](mailto:alexandra@silenttconsulting.com) or 920.450.4442.

# TAKEAWAYS FROM THE SUMMIT

WRITTEN BY [Ericka Miller](#)

CREW Network's Leadership Summit in Tucson, AZ on February 1st and 2nd was a whirlwind two days of information. Below is a quick highlight reel of our time there. If you have any questions or want to know more about these great opportunities to connect with our larger CREW Network, feel free to connect with me or look into coming to Cleveland in June.

## Delegate Training - 74

Chapters, 1 Global Affiliate highlighted the following:

- Delegate Playbook
- Speakers Directory - sign up for it ladies!
- Gold Standard Chapter Guidelines
- [Board Hosted calls](#)

**Chapter Exchange** - 5 break-out sessions - Mentoring, Membership, Programming, Volunteer Engagement and Small Chapter Exchange

## Leadership Meetings -

- Registration opens for CREW Convention on June 1st - San Diego tends to sell out so register ASAP (get hotel rooms - Manchester Grand Hyatt)
- Elimination of 5-year rule for members at large

- Impact Awards - Open for nominations between February 5th and April 13th, 2018 - please [nominate someone](#) deserving of the awards.
- Board nominations - open April 2nd through May 15th, 2018 - 5 of 9 positions open

**Presidents Message** - First President outside of the US, Tara Piurko from Toronto

- Book: Fearless
- Get involved and encourage others to get involved

## CREW Network Foundation -

- Chapter Challenge and Impact Awards
- Our very own Claire Roberts leading Impact Awards
- Nominate for Impact Awards between February 5th and April 13th, 2018

**Development Training Session -** Powerful Platform, Dealing with Change & Handling Toxic People

- There are typically 10 positive comments for every 432 negative - let's try to change that
- Mentoring vs. Mentor/Mentee since we are all learning from each other!
- MEGO - My Eyes Glaze Over (boring speeches/presentations - avoid them!)
- Start with a question or great fact
- Do something different every 3 - 5 minutes (shift, move, etc.)
- Do you like your voice/presentation style? If not, change it:
  - Record voice
  - Video tape yourself - look for problem areas
- 3 things to remember:
  - Write down goals (as though you have already achieved it)
  - Action Plan
  - Stay focused and remain flexible

## SAVE THE DATE

MNCREW is proud to be a sponsor of the upcoming OneVillage Partners Real Estate Breakfast. Save the date for this wonderful event that's sure to provide great networking and inspiring stories.

**Date:** Thursday, May 10, 2018

**Location:** The Minikahda Club 3205 Excelsior Blvd Minneapolis, MN 55416

**Time:** 7:15 - 9:00 am

**Register Today:** [www.OneVillagePartners.org](http://www.OneVillagePartners.org)



# MNCREW MENTORSHIP

PROFESSIONAL DEVELOPMENT



WRITTEN BY  
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MNCREW is an organization of 230+ intelligent and successful women. We have all entered the industry via diverse paths; therefore, we each have a unique story and individual skill sets to offer the industry. We can all learn from each other in some respect.

Part of MNCREW's three-year strategic plan involved implementing a mentorship program. There are currently twelve MNCREW members enrolled. All twelve members gather quarterly and each mentor/mentee pair is responsible for scheduling their own regular meetings.

As a mentee, I am excited to be involved in the program because there are numerous benefits of mentorship programs. Mentees benefit by learning from their mentor's knowledge and experiences, enhancing their skill sets, expanding their network of contacts and gaining an increased level of confidence. Mentors benefit by strengthening their active listening and communication skills, developing leadership qualities and gaining a sense of fulfillment by sharing their knowledge.

At the inaugural women's leadership conference, Diana Pierce provided insight on the importance of mentorship programs. In her presentation, she referenced a [study](#) that reported only 54% of women have access to senior leaders that act as mentors in their career. Furthermore, the study showed that women in the C-suite reported using advocacy and mentorship resources at the highest rates, which suggests that these types of programs were a factor in their success.

Whether you decide to enroll in MNCREW's mentorship program or develop a mentor/mentee relationship outside of MNCREW, here are a few tips to get the most out of your mentoring relationship.

## Tips for mentors:

- **Make sure you have time.** Establish the time commitment with your mentee and be certain you can adhere to the standard.
- **Be a good listener.** Pay attention to your mentee's goals and offer insight that aligns with their objectives.
- **Accept reverse mentoring.** This relationship is reciprocal. Be open to learning from your mentee too.
- **Give honest feedback.** Providing your mentee with direct, actionable feedback will help them grow their skillsets and improve their performance.
- **Lead by example.** On top of listening to your stories and advice, your mentee will learn from observing your behavior.

## Tips for mentees:

- **Be deliberate in seeking a mentor.** Consider who you admire, who inspires you and who you want to learn from when seeking a mentor.
- **Think about your purpose and vision.** Thinking about what brings you joy and your long-term goals will help you determine what you want to get out of your relationship with your mentor.
- **Set an agenda.** Prior to each meeting with your mentor, establish a plan for discussion to ensure productivity. Provide your mentor with the topic ahead of the meeting so they can prepare.
- **Challenge yourself.** Be willing to explore a different viewpoint or try something new. Stepping outside your comfort zone could open up a whole new world of opportunities.
- **Remember your mentor is not a job recruiter.** Your mentor is a resource to share knowledge and offer advice, but don't rely on them to help you find your next job.

## NEEDS + LEADS



**Women Run the Cities** is looking for members to represent MNCREW as a volunteer at the race. Come out and show your support for this amazing women-focused event that was founded by MNCREW.

In addition to a free volunteer shirt, you'll receive an exclusive MNCREW swag item. More details to come!

**Looking for 7k - 10k sf of retail or office space** in the West Metro, South Metro, or Roseville area. Preferably first floor space, easy access off major road ways, Class A, with plenty of parking.

**Sublease space available** downtown Minneapolis in skyway connected building. 2,555 sf - plug & play office at 330 S Second Ave.

**The 428 in St. Paul** - beautiful new office and retail availabilities this summer. See website for more information [www.the428.com](http://www.the428.com)

**Front door to Rochester's Discover Square** - land for sale at the corner of 4th St SW and Broadway. See our website at [www.kimbleconsult.com](http://www.kimbleconsult.com) for more information.

## OPPORTUNITIES

**Women Run the Cities** is looking for members to join the committee as a Chair or Captain.

Chair positions have a Twin Cities in Motion counterpart who will work directly alongside them, whereas the Captains will be reporting to a Chair committee member.

**Open Chair positions:**  
Race Operations

**Open Captain positions:**  
Event Ambassador, Race Festival, Selfie Station, MNCREW, and Course Entertainment.

**Race Day:** Sunday, May 20, 2018

**Location:** Minnehaha Park, Minneapolis

**Races Offered:** 10 Mile, 10K, 5K

Please feel free to reach out to [Jessica Keefe](#) or [Grace Perillo](#) for more information.



### WIN A COACH PURSE

Like and follow MNCREW on social media for your chance to win a Coach purse. The winner will be randomly selected at the June program!



For more information on any of these opportunities, please contact Ericka Miller at 952.452.2919 or [erickamiller@kimbleconsult.com](mailto:erickamiller@kimbleconsult.com)

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or Kelly Staack at 612.492.7000

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## Contributions? Questions or comments?

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