



Ferguson Partners



THE NATIONAL ASSOCIATION OF
REAL ESTATE INVESTMENT MANAGERS

The Next Level Leader

For rising REIM leaders stepping up to lead the whole business.

A leadership program from NAREIM and Ferguson Partners.

The Program

The Next Level Leader prepares high-performing real estate investment management leaders to bridge from running a function to leading across the enterprise. It pairs a personal leadership assessment with an immersive, team-based experience, and it runs a day and a half in person at the Ferguson Partners office in Chicago.

Who it is for

Strong candidates are rising REIM executives, typically one to two levels below the C-suite, who have demonstrated leadership in a specific function or business vertical and are ready to broaden their impact across the enterprise. The cohort brings together peers from NAREIM member organizations across acquisitions, asset and portfolio management, capital raising, finance, property operations, and corporate functions.

Key outcomes

Benefits for the company

- A leader who is ready for a broader enterprise role
- A multiplier who grows the people around them
- A leader who moves from doing the work to leading through others
- A leader who sees decisions through an enterprise and capital lens
- An investment in the development and retention of rising leaders

Benefits for the participant

- Grow team leadership skills, moving from doing the work to leading the work
- Build a network of peers from across the industry
- Think more holistically about the enterprise value
- Learn to influence key stakeholders, from founders to peers to capital partners
- Gain a clear read on their own leadership style and pressure points

How it works

The program is built around five integrated components:

A personal leadership assessment

Every participant completes a Hogan assessment and a one-on-one debrief before the program, so they arrive thinking about how they lead.

A grounding in what drives the business

A working session on the metrics REIM leaders use to run and grow the enterprise, informed by the NAREIM and Ferguson Partners Global Management Survey.

An immersive team simulation

In small teams, participants take on the decisions a chief executive faces and must consider their implications through an enterprise lens. The experience builds across the day and a half and ends with a presentation to a panel of senior industry leaders.

Learning bursts on critical leadership skills

Short, practical sessions on leading yourself, leading others, and influencing without authority, interwoven through the immersive team simulation.

A personal development plan

Each participant leaves with a concrete plan and a set of commitments for their own growth.



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The program experience

Phase	What happens
Before the program	Participant completes their Hogan assessment and Ferguson Partners conducts a one-on-one debrief.
Day 1, morning	Leading yourself, grounded in your Hogan assessment. A working session on the metrics that drive the business.
Day 1, afternoon	The simulation begins, with a focus on leading others. Teaching and debrief.
Day 1, evening	A networking dinner with their cohort.
Day 2, morning	The simulation continues, with a focus on influencing without authority. Teaching and debrief.
Day 2, midday	Present to a panel of senior industry leaders. Participants build their personal development plan.

The details

- **Format.** A 1½-day, in person program, preceded by a Hogan leadership assessment and one-on-one debrief with Ferguson Partners.
- **Location.** Ferguson Partners Office, 123 N. Wacker, Chicago, IL.
- **Cohort 1.** March 9–10, 2027.
- **Included.** The Hogan assessment and one-on-one debrief, all program sessions, materials, and session meals. Note: Travel and lodging are not included.
- **The cohort.** A cross-functional group of peers drawn from NAREIM member firms.
- **Fee.** \$8,000 per participant.

Ferguson Partners' qualifications

Ferguson Partners brings deep expertise in real estate investment management and leadership development, with longstanding relationships across the industry and a strong understanding of the capabilities required to lead investment management organizations. Through their work advising investment managers on organizational strategy, leadership, succession, and talent, Ferguson Partners is uniquely positioned to prepare high-performing leaders for the transition from functional leadership to enterprise leadership.

Hosted in conjunction with NAREIM, the Next Level Leader program combines this industry expertise with a personal leadership assessment and immersive, team-based experience to help participants broaden their perspective, strengthen their leadership effectiveness, and prepare to lead at the enterprise level.

Interested in sending a leader?

Places in Cohort 1 are limited. To express interest or hold a place, contact NAREIM CEO, Andy Walburger, awalburger@nareim.org. Please confirm participation by November 18, 2026.

March 9–10, 2027 | Chicago | \$8,000