

The Power of Mentorship & How to Get Involved

AExcellence Exchange

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From Lost Matches to AExcellence: Revamping the AE Mentor Program

What Wasn't Working:

- A lot of AEs signed up—but never got matched.
- Some felt like they just disappeared into a database.
- Even when matches were made, it wasn't always easy for mentees to reach out or know where to start.

So, What Changed?

- In 2024, the AEC formed a Leadership Development Track Work Group.
- One subgroup of this work group, with help from NAR staff, focused on revamping the mentor program.
- They cleaned up the database, improved match quality, and created tools to guide the experience.

The Big Picture:

It wasn't just about better matches. It was about creating a **community**—a place where AEs could connect, grow, and support one another.

Introducing:

 *The AExcellence Exchange*

<https://aementor.apps.realtor/>

Who Can Participate in AExcellence Exchange?

- The AExcellence Exchange program is open to **all REALTOR® association staff**—including local, state, and MLS chief staff executives, as well as staff specialists.
- The program provides a pathway for association management career development through mentorship.

executive assistants svps
ed directors
new ceos coos
directors gads experienced ceos anyone!
vps mls directors pro standards administrat
general counsels dei officers

What are Mentorship and Menteeship?

Mentorship

When an individual with more leadership or experience guides someone with less experience.

Key Traits of a Mentor

- Shares knowledge
- Helps mentee navigate challenges
- Empathetic
- Gives constructive feedback
- Fully engage

Menteeship:

When a person receives advice, training, or guidance from an individual with more experience

Key Traits of a Mentee

- Eager to learn & receive
- Actively seeks guidance
- Curious; asks insightful questions
- Fully engage



What It Means to Be a Mentor

- **Set clear expectations:**

- Be realistic about what you can commit to as a mentor and communicate those boundaries early.

- **Establish goals together:**

- Collaborate with your mentee to define mutually agreed upon objectives that both of you can achieve through the mentoring process.

- **Encourage accountability:**

- Ensure your mentee follows through on action items discussed during your meetings to maintain progress and momentum.

- **Facilitate learning:**

- Position yourself as an advisor who empowers your mentee to find answers and explore solutions to challenging situations. Direct them to resources available that extend beyond what's readily available to them.

- **Ask, don't just advise:**

- Focus on thoughtful questions that encourage your mentee to think critically and see the bigger picture for themselves. Help them gain a broader perspective.

Becoming a Mentee

- **Be clear and proactive**
 - Identify your goals, establish expectations, and communicate what you hope to gain.
- **Come prepared:**
 - Ask insightful questions.
 - Know what areas you would like to strengthen.
- **Take an interest**
 - Learn from your mentor's experiences and professional journey
- **Be respectful of time:**
 - Your mentor's time is valuable, so be organized and intentional when you two meet.
- **Keep an open mind:**
 - Embrace challenges from your mentor.
 - Everyone can share valuable wisdom.

Building A Good Mentoring Relationship



Mentee

- Present clear goals
 - Stay organized
 - Prepare questions and raise concerns
 - Value constructive feedback by mentor
 - Ask for clarifications
- **Participate in AExcellence Exchange Sessions:**
 - Attend NAR's trainings and sessions
 - Connect with other participants
 - Share feedback on your mentee experience to help enhance and refine the program

Tips for Success

Mentors

- **Set realistic expectations** and be clear about your capacity and the level of support you can provide.
- **Foster goal setting** by working with your mentee to establish mutual objectives and define what you both aim to accomplish.
- **Be an accountability partner** by assigning actionable steps (homework!) for your mentee and follow up to ensure their progress.
- **View yourself as a learning guide** rather than the sole expert. Encourage your mentee to seek more resources and connect with others to broaden their perspectives.
- **Use open-ended, reflective questions** to help your mentee develop critical thinking and reach their own solutions.



Mentees

- Understand the role of a mentee.
- Take time and **really think through your goals**/what you would like to learn from a mentor.
- **Proactively reach out** to schedule meetings.
- **Come prepared** by understanding that a successful mentorship requires individual research and learning.
- **Embrace feedback** and be open to constructive criticism and opportunities for improvement.
- **Be respectful.**

Story Time: Amanda Creel and Leslie Frazier



<https://aementor.apps.realtor/>

Program Logistics

- AExcellence Exchange Info: <https://www.nar.realtor/ae/ae-mentor-program>
 - Register as a mentor or mentee at anytime
 - Official program enrollment launches Q1 annually
 - Mentorships last as long as you need
- Officially matched? Notify abrewer@nar.realtor
- Mentor Program Hub
- Quarterly Webinars

Q&A?



Contact Us:



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