

Developing Leader Profiles . . . People you Need to Know



Name: Josh Bauer

Company: Duke Realty Corporation

Position: VP, Leasing and Development

Age: 33

Education: University of Iowa - Finance

Years in Real Estate: 11

1. What led you to work in the Real Estate industry? Describe your current responsibilities:

I began my career in the industry soon after college graduation. Real Estate is an industry where I felt I could excel as so much of it is about building relationships. I also enjoy the dealmaking component. Currently, I work as the VP of Leasing and Development for Duke Realty. My responsibilities include leasing our 18M square foot portfolio and sourcing and executing development deals in Chicago.

2. Who have been the biggest influences in your career?

The two biggest influencers in my career have been Mike Yungerman, SVP and General Manager at Opus Development Company and Susan Bergdoll, SVP, Indianapolis, Minneapolis and Chicago market leader for Duke Realty. While I have worked for a number of people over my career, these two have led by example and encouraged me to excel, offering mentorship and support. Both are incredibly successful developers and are willing to take the time to teach, which is ideal in a boss. Additionally, both are incredible people outside the office and the industry recognizes that. I encourage young professionals to surround themselves with the right mentors, because that is how you learn and ultimately grow in a highly competitive industry like commercial real estate.

3. Where do you see yourself in 5-10 years?

Working on industrial development deals in Chicago/Midwest is a passion for me, and I see this as a long-term career.

4. How long have you been involved with NAIOP and what do you view as the benefits of your NAIOP Developing Leader membership?

I have been a member of NAIOP since 2017. I view NAIOP as the preeminent organization in our industry. There are no prerequisites to enter into NAIOP, and the membership is top notch. NAIOP hosts great networking events that help individuals build industry connections. I personally have benefited from the mentor/mentee program and the Developing Leaders board.

5. What was one thing that has surprised you about your career?

I have been surprised by how great the people are in industrial real estate. Some of my closest friendships have been formed in our business, many of whom are competitors of mine. I genuinely enjoy industry events because it's an opportunity to spend time and network with people that I like.

6. What is the most important lesson you have learned during your career?

The most important lesson I have learned is to always treat people well. People want to work with good people.

7. What characteristics do you consider most important in your role and in the industry?

Success in this industry is earned by being trustworthy, communicative and detail oriented. Development deals typically involve capital from a number of different sources, and in order to be successful you have to communicate to your partners and do what you say you're going to do. Every deal will throw curve balls at you, and while we try to get ahead of the potential hurdles, you may encounter roadblocks. To be a successful developer you must have the trust of your team and be proactive in your communication so that no one is caught off guard by something they should have been made aware of.

8. Outside of work, how do you enjoy spending your time?

Outside of work, I enjoy golfing and spending time with my family. It's amazing how having young kids impacts your free time.

NAIOP

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