

Chapter 1 : Becoming A Real Estate Agent - Learn From The Top Experts

I skipped ahead a few to chapter 5 "Real Mentors tell you "The Verbs the Thing" This one chapter beat all my management courses to date. So I went back tot he beginning and devoured all the morsels this IBM Protoge has been willing to share.

It takes lots of blogs posts, social media posts, referrals, positive reviews, happy clients, etc. Those first clients will help you build a long-standing business if you treat them like they are your friends or family and you want to do right by them. Do good business, focus on number of transaction not size of the deal, try to market to higher value neighborhoods but help everyone if its going to be a big check or little check as you never know where you next referral is going to come from! Be honest and ethical. If you know the fact that the house backs up to a major street is going to be a turn off to lots of buyers tell your clients! They will trust you more if you are honest with them. As for what my number one tip would be to anyone who wants to be successful in real estate, is tasks with manageable goals. If you want to make it a point to talk to 10 new people every day make yourself a checklist and do it. Have quarterly and annual goals for revenue and number of transactions. Whatever your goals are make a check list and cross out the items as you do it. I love doing real estate. I feel great about the work that I do and I love my clients. I make a great living, but I work hard. Whatever your goals are they can be achieved, but you have to make a plan and stick to it. There are many things that people need to consider before getting their real estate license. There are many traits real estate agents need to possess in order to be successful. Many agents under estimate what it actually takes to be successful in the business. High income is absolutely a possibility, however, the time and effort that needs to be put forward cannot be minimal. After weighing all of the pros and cons to becoming a real estate agent, I strongly suggest to new agents they have some type of CRM program, such as Top Producer or Realty Juggler. These programs allow agents to stay organized, keep track of their transactions, and also setup drip campaigns and after-sale follow up programs. Repeat business and referral business should be one of the biggest sources of a real estate professionals year to year business. With no follow up plans or drip campaigns in place, many agents fall out of touch with their past clients and when the time comes to buy or sell, they have forgotten completely who their Realtor was. My 1 tip for succeeding as a new Realtor is to understand that you are in a business, not a job. Have enough funds to sustain you for the next months. This includes living expenses if being an agent is your only source of income , marketing funds, and money set aside for business emergencies car breaks down, cellphone quits, etc. It is tough to generate new business your first year so having funds readily available will help keep your motivation high, and your thoughts on creating new clients, not worrying about how you will pay the bills. Start cultivating your sphere of influence immediately. Whether you have a customer contact management system or track your contacts some other way, it is critical to have a system that allows you to enter as much information about each prospective person as possible and track your correspondence with them. Developing a system early on in your career will help keep you organized as your sphere increases and you start turning those prospects into clients. Interview all the local real estate brands before deciding which brokerage you will hang your hat with and ensure they offer a robust training plan and mentorship program. You will learn in real estate school enough to pass your state real estate exam, but nowhere nearly enough to help consumers buy and sell homes. Working in a brokerage that provides quality training both required and supplemental , and gives new agents an opportunity to shadow a seasoned professional, are providing the real estate tools necessary to set that newbie up for success. My top tip for succeeding as a new Realtor is to develop a niche. Become the local real estate expert on a particular process i. When you combine that expertise with a solid blogging plan that includes the use of social media remember that SM is social and you need to engage , you are building a strong foundation that will generate new prospects, leads, and clients for years to come. Fill the pipeline first thing in the morning 8amam. That time should be spent finding new business. Phone calls to expired, canceled listings, for sale by owner, calls to your sphere of influence or calling a neighborhood should be what you do first thing every day when you come to work. Do this consistently and daily and you will never be at a loss for business. Spend each morning

being deliberate. Do not just run your business by default. Work this job like you have every other job at least a full 8 hours and you will end up with a career you love. After lead generation, do whatever you want. The hard work is over for the day. Block that lead generation time in your calendar and guard it carefully. Make sure your personal life is handled as deliberately as your business. Block your personal time and protect it as much as you do your lead generation time. Lead generation and time blocking; those two simple things will enable you to be an extremely successful business owner and individual and a happy one at that! Some will tell you there is not enough business for you to survive. They may also talk about the insurmountable obstacles that an agent may experience as to thwart your intentions. Keep focused and live by your schedule. That will be the reason you succeed or fail. When we started in real estate, in , there was a lot of this type of banter provided by agents that had spent more time at lunch than we had in the business of real estate. Peace of mind is imperative in this business. Do your homework and find out what the company can do for you. Without the right company behind you and with you, you are set up to fail and not grow without the training and the support needed to help you be a successful Realtor! I would set myself up to learn how to invest in the very business I work in. No one ever taught to me nor told me about that side of the business and not only can I help sellers and buyers but I can help myself as an entrepreneur. Who better to buy real estate than me? Who better to invest in real estate better than me? Thirdly, I would have been looking to grow a team hence growing my business into another dimension. I love what I do and I wish I would have done it better earlier! When you first get started in real estate, you may find out you need to kind of beg all your friends, family, and everyone you know for business. Those are the first people that you need to enter into your database. You may find out not enough of your friends and family will be buying a house. But what are the chances that you catch people exactly at a time when they are buying and selling a house? But if for every person you talk to and meet, you get permission to add their email address or mailing address into a database, you can now send them a monthly email or mailing. Now when 10 year moving mark comes around, it will be much easier for them to remember you. We all learn something new every single day. Be flexible, and be a sponge. If you are confident in yourself, everything else will fall into place. You will always find a way. You will always figure it out. The 2nd piece to focus on is the marketing piece. Use the amazing tools online to get your name out there. There has never been a better time to be in this business. Anyone with ambition can make a name for themselves if they want to. Use social media, video, blogging, and other internet tools to your advantage. Why use online resources? Slick, handing your card out to people at all times. Find a niche you like, and start creating content about it consistently. People will start calling you because you offered some valuable insight online which prompted them to pick up the phone and call you for your expertise. YOU, of all people! Find someone you like, and do what they do. It can be a real estate pro you found online that stands out to you. Mirror their craft, and then make it better. Find your one thing and stick to it. Be patient and consistent with your efforts. Do not be discouraged and do not listen to people who are negative. Should you follow these few steps at the beginning you will be more successful faster and with less pain. As you go along, continue to apply these same rules and your success will continue to grow. Give back and keep smiling, this is an awesome business for those who follow these simple steps. The Real Estate business is the best around. When starting out have a plan, stick to the plan and be disciplined. Your week month and year should be planned out. Make sure you have scheduled breaks and vacations planned as well. Find a mentor and model them. Remember the business has ups and downs. You cannot adjust the wind but you can adjust your sail.

Chapter 2 : Become a Mentor - MENTOR

Sure, I grabbed this book of the shelf because of the smart professional look to the cover; then I read the list of chapters. WOW. I skipped ahead a few to chapter 5 "Real Mentors tell you "The Verbs the Thing" This one chapter beat all my management courses to date.

You can read some of the latest informative Real Estate Investment training articles he has written. Here you can discover and educate yourself on many real estate training topics ranging from foreclosure, For Sale By Owner FSBO Sales, wholesaling, wholetailing, rehabbing, lease options, note buying, insurance claims and much more. While currently running one of the most successful real estate investing mentoring programs in the country, Dave finds teaching beginning real estate investors or real estate agents how to increase their income without working harder as one of his biggest achievements. Real estate investing takes many forms, including but not limited to, investing in REOs bank owned properties , short sale purchases, lease options, options, tax deed purchases, tax certificate ownership, using creative financing to control properties, landlording and many other forms of controlling the ownership or income from a property. Every real estate investing mentor should cover all of these topics so that the real estate mentor students understand and can implement as needed. One of the most powerful, if not the most powerful form of real estate investing is putting a property under contract with a seller, finding a buyer for the property and then doing a double closing or assignment of contract to complete the two transactions. Some states have different requirements about whether you are selling a contract or the actual property but wholesaling can be done, and is done legally, in every state. I start with this as the main basis of my real estate investing mentor program. This concept is often hard to grasp by beginning investors but is a main stay of professional investors worldwide. Wholesaling is the easiest and most beneficial place for new investors to start their careers. This is simply because there are no monetary requirements, no credit requirements and no market risk for wholesale deals done correctly. Most real estate investing mentor programs sell books and tapes where we teach our students to start making offers right out of the gate. Wholesaling is usually considered the buying and selling of a property below FMV which entails the finding of deals at below-market prices and reselling them often to rehabbers who sometime make less money than the wholesaler who purchased the property. If a property is not contracted below market, the investor buyer will have to create equity in the deal typically by rehabbing it. Our real estate investing mentor program shows this as a more advanced strategy after our students are making money wholesaling. This means that the investor has to purchase the property with cash of his own or a loan, which is where the risk of rehabbing begins. My most successful real estate investing mentor students learn to be strong wholesalers and pick the very best properties they get to rehab. Even while they are rehabbing, they continue to wholesale to have a cash flow until their rehab s can be sold. Had he not done the wholesale deals he could not have completed the rehabs because of cash flow issues. Last year this Student completed 95 closings and in about the same ratio as the year before but doubling his net profit. What many investors and even pros in the industry do not realize is there are five distinct methods or techniques of wholesaling. This is where our real estate investing mentor program has proven to allow so many students to change their lives. Ideally the investor buyer resells and makes a profit by assigning his contract, selling his contract or doing a double closing. All this is well and good but in active markets by the time this value is calculated the property may well be sold. More importantly, this equation is subject to some potential errors including what is ARV and what are the actual repair estimates? A buyer will always do his own estimates of ARV and repairs. While it is a common practice by many real estate investors, I suggest a seller never estimate ARV or repairs since an end-buyer could later sue and claim the estimates of ARV and repairs mislead him and as a result he lost money. This will be when that end-buyer sues you for something outrageously stupid but he still sues you. Over a year ago I did a real estate investing seminar on something I thought everyone knew about but I was wrong. I was shocked that after the seminar some of my most successful real estate investing mentor students came up to me and said I had opened a whole new world to them. Most importantly, your chances of selling a wholesale deal are almost viral as your list gets larger and larger. Once they realize

that getting real deals is more difficult they just quit being licensed. The average landlord lasts about 3. You can spot these guys and gals at Eviction Hearings pleading with an un-sympathetic judge about how the tenant destroyed his property. Unfortunately, tenants have more rights than landlords. In our real estate investing mentor program, we do the opposite; we evaluate a multi-family property using an old formula that I devised to make CAP Rate calculations in 3 seconds or less using only the Gross Monthly Income as a variable. PS it has nothing to do with Gross Annual Income for the die-hards who do it the complicated way. We then make an offer to the seller of the property on a CAP rate using a high percentage of income and resell at a lower CAP rate or percentage return to a motivated buyer and usually a new landlord. The profit potential is very predictable at 2. The original seller is now more motivated and likely will take a lower price than he did with the previous wholesaler. In fact one real estate investing mentor student recently told me that he was getting 2-3 deals a month from a local famous wholesaler who had too many properties on his wholesale list to properly manage them. You can be a monster profit machine simply by building a very powerful buyers list. These are not emails of card swappers at your local REIAs. These are the hardy souls who have purchased properties for cash for wholesaling or flipping and who can easily be found in the public record. Unfortunately the last wholesale tactic is actually illegal, immoral and pathetic. This method of theft is estimated to be over One Billion Dollars a year. In summary, some people will say that there is only one type of wholesaling and what I have shown you here are just variations. The fact is that each and every one of the above five examples, is and has been, used by my real estate investing students and thousands of other investors to make a substantial living with no money, no credit and no market risk. Yes, unfortunately even a few on my Students have gone to the dark side and are doing black hat wholesaling. I wish you limitless success, Dave Dinkel Visit davedinkel.com. Be sure to contact us through the website at davedinkel.com. No advice is to be construed as legal, accounting, or professional advice EVER. Please consult related licensed and qualified professionals before taking any action. Follow Dave Dinkel on.

Chapter 3 : www.nxgvision.com: Customer reviews: Real Mentors Tell You This

Auto Suggestions are available once you type at least 3 letters. Use up arrow (for mozilla firefox browser alt+up arrow) and down arrow (for mozilla firefox browser alt+down arrow) to review and enter to select.

Instead I chose the low cost approach to finding, reading and listening to my mentors. I recommend you at least start at this level and then decide on your own if you are going to step up to that kind of commitment. When I started out as a new investor I knew two things to be true. First, I wanted real estate investing to be my long term investment platform. I wanted it so bad I could taste it, I thought about nothing else; it was all consuming. Second, I knew there had to be hundreds if not thousands of people that had already done what I wanted to do. All I had to do was decide what I wanted real estate investing to mean me and then go find people that had done it before. Finding a Niche So like many of you I went to various book stores, went on-line, attended various free workshops and attended local investment group meetings. This investment of time and a few hundred dollars allowed me to review all kinds of possible investment options. This time investment lead me to the decision of focusing on buying distressed properties, repairing them and holding as rentals for the long term. As expected, I went online, and various search engines became my best friends. I found more books and websites and started to really hone in on the individuals that were really doing deals instead of the glorified sales people. Your search may lead to different results, but I found two individuals to be my initial mentors and I did everything I could to read what they had to share. My first mentor is in my mind the original buy, repair and lease investor, William Nickerson. Unfortunately, I never got a chance to meet the man as he passed away in at the age of The good news is he left several classic investment books. Another benefit of Mr. I figured 10 years ago if he can make the model work during that time frame I certainly can make it work during my lifetime. Fixer Jay has produced several investment classics that built on the foundation Mr Nickerson provided. The real life examples, the sharing of his plan and the review of the numbers is exactly what I needed from my mentor, to know I was on the right track and that buying distressed properties, repairing them and leasing them long term was a profitable business. Why did I chose these two as my mentors over all the others I could have chosen? They we both deemed to be leading experts in the business model that I wanted to follow. Said differently, They had already blazed the trail and they left guide posts on how to succeed. They showed my how one could start with a full time job and then at some point cut over to full time investing. This was important as I have a full time job I love and I was not looking to make it a full time business for many years. They seemed to be generally interested in sharing information vs. I felt the books were complete and not some big marketing ploy to buy another book or attend another seminar. They were talking about real deals and real experiences. I felt I could trust them. You have to trust your mentors and I trust both of them. In closing, if you are a new investor the first thing to do is decide on the real estate investment framework that will work for you. Then go out and seek experts that you can learn from without spending thousands of dollars. You are already one step ahead of me when I started as you found BiggerPockets that is full of experienced professionals. My final comment is actually a question. Who are your real estate mentors? I would love to hear from each of you as you can never have to many mentors.

Chapter 4 : How to Find a Real Estate Mentor - InvestFourMore

As one of the premier rare book sites on the Internet, Alibris has thousands of rare books, first editions, and signed books available. With one of the largest book inventories in the world, find the book you are looking for. To help, we provided some of our favorites. With an active marketplace of.

Investor Stories and Lessons How can aspiring real estate investors find mentors for free? All the greats have mentors. The best investors, real estate moguls, coaches, athletes, and politicians have all had mentors. Not every new investor can afford or justify the high cost many real estate trainers are trying to charge today. So how do you get this crucial help without a big budget for it? Navigating the legal and financial considerations of an eviction can be tricky, even for the most experienced landlords. Join local meet up groups and networking events. Go where they hang out and strike up a conversation. Volunteer with causes they are involved in. Simply do awesome work then get noticed and get recruited by them. Go to their free trainings. Invest with them and learn as you go. They were involved in everything from purchasing the property to rehabbing the property and property management. This investor happened to work out at the same CrossFit gym as I did. I overheard on multiple occasions his conversations on all the elements he was involved with in the industry. In return, in two to three years. I learned what would have taken most investors years to learn. I basically pulled from his 20 years of experience in the industry and squeezed it into those few years. That is someone who is not only crushing it in business and is getting the results you want, but is also good at mentoring. This really worked for me, but it is always good to evaluate your options and test them out before making a big commitment. If you have a mentor, how did you find them? Let me know your experiences with a comment! Free eBook from BiggerPockets!

Chapter 5 : How to Tell if the Rock You Found Might Be a Meteorite: 11 Steps

It might seem odd to you that I chose my initial real estate mentors this way, but having a full time job, a busy life and starting a real estate investing portfolio didn't provide another option. Put simply.

Once you know what field you want to be in, how do you actually find someone with experience in that field? If you are reading this article, you have already found one source of information, blogs and websites. You have to be very careful who you listen too. There are many great websites with a lot of really good information, and there are many websites that are simply sales funnels to real estate training programs. There are also many people on forums who pretend to be experts, who have no idea what they are doing. When you see advertisements for free books or free courses, you can be assured they are going to try to sell you a course at some point. Not all courses are bad or a waste of money, but find out as much as you can about the teacher of that course, and make sure they are the person you want to learn from. There is also the option of finding a local mentor, which is usually the best route. However, local mentors may not want to teach you, because they would be creating competition for themselves. There are many people willing to be mentors to new investors, but they will want paid in return. The courses you see online or advertised on the radio, may not even include training from the person who is promoting it. If you need or want a mentor, they are out there, but make sure you pick the right person if you choose to pay for training. There are ways to find a mentor without paying for it, but that is not easy either. Do you need to pay for a real estate mentor? There is no shortage of real estate investing programs and they will all gladly take your money. I have people email me all the time asking what they can do for me, to get my help for free. I cannot answer that question. Almost everyone thinks they are super motivated and most people are at some point in their life. The problem is, they may only be super motivated for about 5 minutes. If you want someone to help you for free, you have to be able to offer them a service in return, not just be motivated. Super successful investors hear that story all the time, have no time to come up with a job, and then train someone to do that job. You need to offer the mentor value. What kind of service can you offer someone? That depends on what skills you have. Are you good at computers, marketing, sales, writing, or something else that you could help that investor with? Once you identify what skills you have, figure out what job you could do to make the investors life easier. Finally, figure out what a good trade is for the time you will be spending, versus the time the investor or mentor will be spending helping you. Remember, the mentor who want to learn from is much more valuable than you are, and the tradeoff will not always be even. I have offered to give my programs away for free to people who offered me a service that was specific and helpful to me, without much thinking needed on my part. Sometimes it has worked out and other times it has not. Many times the person keeps their side of the bargain for a week or two and then quits, never to be heard from again. You can use this technique with local or long-distance mentors. Remember to do as much research on your end as you possibly can before reaching out to someone. One of the most frustrating things for me, is getting an email from someone who wants a mentor. They have no idea how they want to make money in real estate, they have no idea where to start, they have not done any research, they just know they want to do something in real estate. They want me to hold their hand and tell them exactly what to do, every step of the way. On top of all that, they want me to call them to discuss it. Here is one more tip for finding a mentor, contact them the way they want to be contacted. If someone asks to be emailed, email them. If someone asks to be called, call them. What if you want me to be your mentor? I have many coaching programs for investors or agents. I created cheaper programs and books for people who are just getting started and I have programs with coaching calls and email as well. You can find everything in my store here: InvestFourMore Shop I am giving away a complete blueprint for successful real estate investing this week comes with coaching calls and email coaching. All you have to do is leave a review on my book Build a Rental Property Empire and send me an email letting me know you reviewed it. I will pick a winner April 15th! For the next three days you can use coupon code: This post may contain affiliate links and I may be compensated if you make a purchase after clicking on my links.

Chapter 6 : 4 Things All Mentors and Mentees Should Know

The best thing about Real mentors is that they tell you what is best for you. I was lagging behind with my applications for college and I was clueless about the application process. Not only did they help me get into a good university, Omair bhai also helped me gain self confidence.

DiscoverServices we provide Professional Consulting We offer professional advice and guidance to students wishing to study overseas, either at undergraduate or postgraduate level. Strategic consultation Our experts conduct initial comprehensive brainstorming sessions which involve a pre- career testing and personality analysis. Visa guidance We help you in entire visa process like, filling up of applications, preparing statements, guidance and training for mock. Scholarships consultancy We offer a full scholarship advice to our students and simplify the process. MRC is dedicated to guide talented students looking for scholarships. Guidance and Preparation We offer testing recommendations, pair you with teachers, supporting staff help you to build a best testing plan of action. Institute selection We synthesise the information gathered during the initial strategic consultation and provide you with a comprehensive, detailed overview of the institute s. Are you looking for professional advice for your studies in abroad? Personally, no complains and the people who work there always make you feel welcomed.. Mohsin Shahab Satisfied Student Honestly the best! Would reccomend it to anyone who needs advice about universities and wants to study abroad. Whatever you want, they will get it done!. Safa Nas Satisfied Student Great consultant. Helps you throughout your university procedure and supports you during your years at the university. People who are planning to study abroad should definitely give him a visit to explore your options of studying around the globe! Sufyan Sohail Satisfied Student The best thing about Real mentors is that they tell you what is best for you. I was lagging behind with my applications for college and I was clueless about the application process. Not only did they help me get into a good university, Omair bhai also helped me gain self confidence. Our Motto- Student Satisfaction. Follow Us On Facebook.

Chapter 7 : How Do You Find a Real Estate Investing Mentor?

Regina is the author of "Real Mentors Tell You This" and holds an MS from Rensselaer Polytechnic Institute, a BS from Michigan State University, an Organizational and Executive Coaching.

Get Started Get Started You have made a wonderful and very important decision in choosing to become a mentor. Before you start to look at the programs that are available, think about and identify your own interests and needs. The following steps will help walk you through the process of choosing a mentoring program that is right for you. To help you decide which type of mentoring program you want, ask yourself the following questions: What time commitment can I make? What age of youth would I like to work with? Would I like to work with one child or with a group of children? Would I like to team with other adults to mentor a child or a group of children? What types of activities interest me? Do I want to help a youth learn a specific skill, pursue an interest, help with schoolwork, or just be a caring adult friend? What mentoring location would I prefer? While thinking about these questions, remember to be open and flexible to all the different mentoring programs and focus areas that are out there. Find the Right Program Find the Right Program As you start to review the mentoring programs available to you, be sure to consider at least three different organizations. You are offering to make a substantial commitment of your time. Be thorough in investigating your options before you choose the program that best suits your needs. Tell the coordinator you are thinking about mentoring a young person or a group of young people and would like to know if their organization offers volunteer opportunities for adults. Describe the amount of time you have, the types of activities you are interested in and the number of children you would like to mentor. Ask about the process the program uses to match young people with mentors. Identify the different mentoring options the program offers one-to-one mentoring, team mentoring, short-term mentoring, one-time projects, etc. Ask the coordinator about training and support for volunteers and about the application and screening process. The application process can include a written application, personal and professional references, a background check, and a personal interview. If that happens, try again! Ask to be referred to another organization, or contact your State or Local Mentoring Partnership for another referral. After selecting a program that feels like a good fit, you will move on to the application process. Common Concerns Common Concerns When you join a mentoring program and before you are matched with a young person you will receive intensive training aimed at helping you understand and prepare for your role and responsibilities. That training and support should address the majority of your concerns. We understand that committing to mentor a youth comes with a lot of responsibility and may feel like brand new territory. Try thinking about your background; you may have already been a mentor in informal situations. Maybe you helped a niece or nephew with schoolwork or listened to a youngster who thought nobody cared. In each instance, you were acting as a mentor. By joining a mentoring program, you are simply formalizing your commitment to help guide a young person. At the same time, you get the benefit of comprehensive training and ongoing support. It may take a while to build trust. A young person may not show it in fact, he or she may not even know it fully but your help is definitely wanted. What if something extremely serious comes up? While most mentoring relationships develop and flourish without serious problems, things do happen. Mentors have an important role, but that role does not include family counseling or medical or psychological treatment. There are support systems in place for real emergencies. Contact your mentoring program coordinator for information. The most a mentor is expected to do and should do is to help guide a young person to the appropriate source of professional help. Many first-time mentors worry that differences in age, race, religion, education or gender will be insurmountable barriers. Actually, most experienced mentors report that mentoring a young person from a different background broadened their own horizons and deepened their understanding of other people and cultures. This is a very serious concern. Mentoring is a deep commitment. There are times, however, when uncontrollable things happen perhaps a job relocation or sickness and you simply must withdraw from your mentoring relationship. If that happens, you need to talk with your program coordinator and discuss the best way to end the relationship. Be honest with yourself when committing to be a mentor. What if I do something

wrong? Some young people are more ready than others for a mentor. Try not to take such behavior personally. Search for Your Mentoring Opportunity Search the Mentoring Connector database by entering your zip code to find a volunteer mentoring opportunity near you. The Mentoring Connector is a volunteer recruitment tool for programs. If you are searching to find a mentor, we encourage you to use these results to contact the program outside of this system. By searching the database, you are sharing your information with MENTOR, its affiliates, and any program you choose to contact. Your email address will not be sold, shared with third parties or used for any purposes other than to keep you updated on news and opportunities related to mentoring.

Chapter 8 : Regina Darmoni (Author of Real Mentors Tell You This)

If you have been researching real estate investing online, you will see the term mentor, used all the time. I think learning from someone with experience, is very important and will make people more successful.

Chapter 9 : MENTOR promotes, advocates and is a resource for mentoring

Regina Darmoni is the author of Real Mentors Tell You This (avg rating, 2 ratings, 0 reviews, published).