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## **2024 Women in CRE: Elizabeth Krol, Ramboll**

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Elizabeth Krol  
Principal

What recent project, transaction, or accomplishment are you most proud of? The recent accomplishment that I am most proud of is the establishment of the Women's Leadership Initiative at Ramboll to empower women to become stronger leaders through mentoring and professional development at all stages of their career journeys. The program is open to everyone, across business units and geographies, and has featured presentations by executive leaders regarding their career path and times when they have pivoted and evolved, the importance of mentors, sponsors and allies, as well as how to prepare for an effective technical presentation. This summer included a mini-mentoring program for mentor/mentee pairs to work collaboratively on a focus area for two months, then provide feedback to establish a year-long program for 2025. The program has received incredibly positive feedback, and participation and engagement at all levels of professional experience continues to grow.

What challenges have you faced as a woman in commercial real estate? One challenge that I have faced as a woman in commercial real estate has been getting the initial referral for project opportunities. Once I have established a relationship with a client and demonstrated my capabilities and expertise, I become their trusted advisor and "first call" for new transactions.

What is your vision for the future of women in commercial real estate? My vision for the future of women in commercial real estate is that we receive the referrals and the introductions for new opportunities from the start. While this is happening with more women making referrals to other women, especially via CREW Network and local market chapters such as CREW Boston, ideally women will also receive more referrals and introductions from men in leadership positions.

What advice do you have for young women aspiring to enter commercial real estate? My advice for young women aspiring to enter commercial real estate is to network constantly and volunteer for new assignments. Raise your hand! Opt-in! By asking for new opportunities, we can build our experience and skills and learn from challenging assignments. Visiting project sites is the ideal way to gain valuable experience in commercial real estate.