

Best Bosses

Here are Real Estate Forum's picks for Best Bosses in 2023.

By Erika Morphy | April 03, 2023 at 03:51 PM

The last year has not been easy for the head of a commercial real estate company. Inflation and the Fed's response, as well as trends that emerged from the pandemic, have clearly had an impact on the industry across all of the sectors. Besides the effect of, say, ongoing remote work on the beleaguered office asset class or the slowing pace of rent increases in multifamily, these executives have also had to navigate an increasingly difficult capital markets environment. I have some bad news for this group: the near-term future doesn't look any easier. Enter our selection of Best Bosses this year. This year's picks were made at least in part based on their resiliency and ability to position their companies for future growth, whenever that might occur. We are confident these strengths will see them through what could be choppy waters ahead.



ANDREY HARMATY Andrey Harmaty has a passion for helping others achieve their goals, which is exemplified by his love for leading and coaching sports teams. He developed those skills as a training coordinator at a library service company and later as an HR manager at publishing firms, where he built out a variety of HR functions. Harmaty then brought that experience to

international real estate investment and management company Time Equities Inc. three years ago, when he joined the firm as human resources director. Harmaty has worked toward a holistic vision for the department, one that is a service provider to employees, while also adding value to the firm. His efforts have led to higher re-tention rates, improved manager and employee experiences via a virtual HR platform, an upgraded benefits program, improved recruitment and selection, increased representation of women and other protected classes through DEI efforts, and improved leadership through managerial training. Staff members say that he leads by example, consistently builds teamwork and trust, and pushes them to grow individually and in their roles. He uses proven techniques, such as specific, measurable, attainable, realistic and time-based goals to make progress toward his vision and to set his staff up for success. Harmaty's managerial style entails continual communication that includes openness and honesty with regard to both positive encouragement and constructive feedback. "Andrey is one of the most effective communicators I have worked with, and his interpersonal skills and ability to be neutral and fair, but empathetic, are unmatched," says one employee. "In addition to these skills, I believe his attitude and his core desire to truly support employees as our most valuable asset is what sets him apart, and what makes him an effective leader and an even better boss."