

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.



NATALIE DIAZ Given her unique position not only as one of Time Equities Inc.'s youngest executives, but also as a Black woman, Natalie Diaz remains focused on emotional intelligence for leadership and prioritizing diversity at the firm. Diaz joined TEI as an executive assistant to the CEO and director of public relations in 2011, and she now serves as the company's chief of staff.

Within her role, she oversees the firm's non-real estate and non-financial functions including human resources, public relations, and marketing and communications. Diaz has led a mul-ti-pronged DEI strategy for TEI, including founding the firm's Change Committee in 2016, which works to implement company-wide initia-tives that will improve efficiency, communication, collaboration and productivity and increase employee health and happiness. The Change Committee led to spin-offs including TEI's wellness committee, which creates positive, wellness and health-focused event offerings; TEI connect, the company's first internal mentorship program; and the women's equity committee, which serves as the body through which TEI's policies, ideas and commitments to diversity become reality. Described as kind, personable and hard-working, Diaz leads by example and finds time to answer questions from new employees and help fellow employees despite her ever-expanding workload. Diaz played a critical role in helping the firm weather the pandemic – from setting COVID-19-related policies that affected staff both in and outside of the office, to complying with local, state and federal laws. She also took strides to address the challenges of the pandemic with soft skills by creating "The Bright Side," a weekly newsletter that shared positive, feel-good news company-wide.