



Frances Picone, Exchange Solutions, Inc.

February 07, 2011 - Spotlights

Name: Frances Picone

Title: Senior Exchange Coordinator

Company/firm: Exchange Solutions, Inc.

Years with company/firm: 5 ½ years

Years in field: 5 ½ years

Years in real estate industry: 7 years

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Real estate organizations / affiliations: CIBS, LIREG, The Retail Network

What was your greatest professional accomplishment in 2010?

There's an old adage and a current catch phrase that encourages people "to be in it to win it." In just a few words this phrase easily sums up the recent path that led me to the dais with county executives Steve Levy and Edward Mangano on January 25 in front of approximately 600 people.

How do you contribute to your company and / or the industry?

It all started in 2009 when Diane Schaefer, principal of Exchange Solutions, Inc. offered me an opportunity to pursue networking and outside sales. I strategically sought out and joined various real estate trade organizations to create relationships and recruit potential prospects. Little did I know, that these relationships would lead me to a new role at the Commercial Industrial Brokers Society (CIBS), serve as a committee member for the Long Island Real Estate Group's New Generation (LIREG), join the Melville Chamber of Commerce's Young Professional Group, and become a voice for the Young Adult Alliance, as I co-chaired an interview with both Nassau and Suffolk county executives. It was an intimidating yet exciting opportunity. Thanks to the support and encouragement from my family, friends and co-workers the event was a success.

What advice would you give to women just starting out in commercial real estate?

I encourage all young professionals, especially young women to join networking groups and get involved with local community organizations. You can find your voice, build confidence and long-term relations - But you need to be in it!