



## **Kirby-Viard of Signature: A culture that promoted warmth and family**

June 23, 2015 - Spotlights

Name: Kathy Kirby-Viard

Title: CEO/Broker of Record

Signature Premier Properties

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What year did you start your career in real estate: I've been working in real estate for over three decades

Real Estate Associations/Organizations: LIBOR, National Association of Realtors

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What recent project or transaction are you most proud of?

-We are in the process of building a dog park at Little Shelter Animal Rescue and Adoption Center, a non-profit/no-kill animal shelter nestled on six wooded acres in Huntington, LI, as part of Signature Cares. When all the snow and ice cleared, we began to clear the land, and I'm so excited to be able to give back to the community and the animals. I think it will be a wonderful addition to the center.

What recent honor, achievement or recognition has meant the most to you and why?

-LIBN - Two members of my staff received Top Realtors on Long Island from Long Island Business News. Their successes are my successes and I was so proud to watch them win. Being able to watch your staff succeed is one of the most rewarding experiences, I think.

When you launched your own business what were some of the initial challenges and how did you overcome them?

One of the challenges I had coming here was filling an office with the right people and creating a family atmosphere. I wanted a climate and culture that promoted warmth and family - one that didn't include backstabbing or garbage surfing.

What has been your experience with having a mentor or being a mentor yourself?

My mother was my mentor. She was a very successful leader... in real estate and in life. I have mentors all around me. I've been trained by the best, the greatest, and most successful in the industry and I keep those people close to me. I love being a mentor and watching people thrive. My biggest success is to watch the quality of their life change because of what I taught them and because of their success at Signature Premier Properties.

Please reflect on a recent achievement and/or milestone for your company:

Growing to over 300 agents is a huge milestone for the company and myself. We have 6 offices now, and each one of those has their own incredible leaders who I personally cultivate.

Who or what has been the strongest influence on your career and why?

My mother. She helped me establish a healthy gauge in my life. From maintaining the integrity of my words to the importance of a strong work ethic, she was a driving force in shaping me into the

person I am today.

What is the first thing you do when you arrive in the office in the morning?

I check the newest listings and any changes in the market. I immediately speak to the agents and ask them about any challenges or concerns they may have. It's important to me to hear all the time what I can do to make this business better.

What time management strategies do you find to be the most effective for you?

I keep a tight schedule. I write everything down, and I have excellent people around me.

What is the best advice you have received and who was it from?

My mom gave me the best advice. She taught me that reputation is everything. Maintain a good one. Keep your integrity, be honest with people, and always follow through.

List 3 women that you would like to have drinks / dinner with and where would you go?

My mother, Oprah, and Maya Angelou and we would go to the beach. I would love to just chat with these women... casually.

What is your favorite quote?

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." - Maya Angelou

What did you want to be when you grew up?

A school teacher

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