



## **2021 Women in CRE: Sharon Callahan, X-Caliber Capital**

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Sharon Callahan

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## X-Caliber Capital

In the past year, what project, transaction or accomplishment are you most proud of?

I am most proud of the expansive platform and amazing team X-Caliber Capital has assembled. In 2017, we started our business as a Housing and Urban Development (HUD) lender and then added a Bridge to HUD lending business the following year. This year, we have partnered with two of the industry leaders in their respective platforms and have expanded into C-PACE and USDA lending. In fact, we recently closed on the Breakers Hotel in Long Beach, CA, which earned the distinction of being the largest C-PACE transaction for a single asset in the history of the state.

That is something the entire team took great pride in. All of our lending platforms work synergistically. We have multiple cross-platform transactions in the pipeline, which provides a lot of value to our borrowers.

X-Caliber Capital is also a great example of “business doing good” by ensuring our lending makes an impact. Whether we are providing housing solutions for low to moderate income households, enabling development in under-served rural communities, implementing energy-efficient commercial property upgrades, or offering residential services and care to the elderly, we are committed to impact lending. Each of these projects creates jobs and benefits the local communities. It is truly fulfilling to watch our platform grow in scope and diversity for our borrowers, all the while helping improve the quality of lives in the communities where we lend.

How do you keep your team motivated despite conflicts and obstacles?

I am fortunate to be surrounded by a talented, driven, and highly motivated team that works hard. When there is a conflict or a challenge, we call on each other’s skills and experience to help us tackle the problem with a solutions-first approach. My thought is, “We win together, and we lose together.” That philosophy helps us to focus on the task at hand and to bring our best each day.

How do you advocate for your fellow women in real estate?

64% of the X-Caliber Capital workforce are women. We have many mothers on our fantastic team and we believe it is important to provide a flexible work environment. Everyone is set up to be able to work remotely and we have created an environment where we are cross trained and support each other’s work functions. So, if someone needs to leave early or be out to take care of a family member, a small child, or is hit with a family emergency, we have them covered. We also have a monthly TEAMS meeting with the women managers in our company. This is a time we set aside to either discuss management strategies or just catch up on each other’s lives, but the goal is to create a supportive and thriving environment through communication.

How do you contribute to your community or your profession?

As a company, we have various events where we encourage employee involvement and choose a charity to sponsor. Last year, we selected the American Heart Association and made a donation on behalf of every employee who wore red for the month of February. We also organized a virtual marathon while we were working remotely in which we challenged each employee to gather donations and log their daily walking and exercise activity, posting regular photos, until they reached

the official marathon milestone of 26.2 miles. The company matched the employee donations and awarded them to a local food pantry as well as the non-profit organization, Feeding America.

What books or social media influencers would you recommend to other women?

My husband and I are partners in our business and we both share an entrepreneurial spirit. I get a lot of inspiration from various people and groups I follow on LinkedIn. Most recently I have been following Barbara Corcoran. She is of course well-known for being a judge on Shark Tank, but she started off in real estate and has a really sharp business mind. I really enjoy her podcast, "Business Unusual with Barbara Corcoran." As with most successful entrepreneurs, she discusses pivoting as market conditions change and turning your "mistakes" into a learning opportunity. She provides a lot of great inspiration and advice. Being an entrepreneur requires a certain mindset and skillset, so learning and reading about women who have taken on the journey is helpful, relatable, and inspirational.

Why should women consider a career in commercial real estate and related services?

The main reason I would encourage women to consider a career in commercial real estate is because the field has so many different avenues to explore. From the legal side, to the credit side, to the origination side, to the asset management side, commercial real estate is inherently diverse. The opportunities are endless, and the field offers progressive growth, where someone can start in an entry level role and grow on a very deliberate path to a senior-level role, so the sky is the limit, depending on one's own personal and professional goals.

Tell us a thing or two about you that is NOT on your resume or LinkedIn profile?

If I'm not working, you can usually find me on the lacrosse field watching my boys play, enjoying dinner with my husband at Mima's, our favorite local restaurant, or taking a brisk walk with one of my girlfriends.

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