



2022 Industry Leaders: Michael Edelman, M&T Realty Capital Corp.

September 27, 2022 - Spotlights



Nominee's Name & Job Title: Michael Edelman, President

Nominee's Company/Affiliation: M&T Realty Capital Corporation

Nominee's City & State of Employment: New York, NY

What is your management style?

My leadership style is centered on exploration. I prioritize providing employees with the opportunity to learn and eventually thrive outside of their comfort zones. Mastering your current position is important, but I emphasize growth beyond current capabilities and enjoy coaching employees through the learning process. This not only further develops talent, but also expands employee's skillset and confidence.

Describe what you would consider to be ONE of your top career highlights:

One of the most rewarding aspects of my career was the time I decided to join a new startup company. After leaving Freddie Mac, I joined Beech Street Capital and in just over four years, I was able to contribute to the organization's growth from infancy to ultimate acquisition. This was a special time in my career because it was a path I never experienced and building from scratch was exciting.

What aspect of your position do you find most challenging?

The diversity of our company is a major asset that directly contributes to our success. My goal is to mentor, lead and connect with employees in a way that's personally meaningful. This presents challenges at times because our employees have different communication styles and motivators. I work to uncover the best way to inspire the team and identify the most purposeful way to communicate.

What advice would you give the next generation of leaders in your industry?

I recommend that rising talent prioritize gaining exposure to many aspects of the business. The wider their scope of knowledge, the greater impact they can have on the organization. When opportunities become available to join committees and work on special projects these are opportunities to increase your peripheral vision and broaden their skillset.

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