



## **2022 Industry Leaders: Ian Bel, Olive Tree Holdings**

September 27, 2022 - Spotlights



Nominee's Name & Job Title: Ian Bel, Managing Principal and CEO

Nominee's Company/Affiliation: Olive Tree Holdings

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

What is your management style?

I believe in having a mentor-approach to management, focusing on autonomy, coaching, and empowering my team. I do not micromanage, and I strive to embody Olive Tree's core values every day: "People first, radical candor, integrity, team player, and relentless pursuit of excellence."

What leadership role outside of the workplace is most rewarding to you?

I'm extremely passionate about philanthropy, and co-founded and am on the board of a nationally recognized non-profit, Pay Away the Layaway which helps to pay off layaway balances for low-income families across the country, which has been incredibly rewarding to be part of.

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

Advice I'd give is, "What got us here, won't get us there," meaning that the next 50 years of real estate ownership and operation will look very different than the last 50 years, and will require flexible thinking, meaningful investment in technological innovation, and a strong focus on cultural development.

What aspect of your position do you find most challenging?

Time management is critical to a CEO's success, and one of the most challenging aspects of running a business with hundreds of employees and multiple business lines is understanding how to balance accomplishing the most important tasks in a timely manner, while still maintaining intimate relationships across the organization.

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