



**2023 Ones to Watch Industry  
Dzhindzhikashvili, Astor Realty Capital**

**Leaders: Marika**

June 27, 2023 - Spotlights



Marika Dzhindzhikashvili  
COO

Astor Realty Capital

Number of years in CURRENT position: 6

Best book, podcast, or app for aspiring leaders: LinkedIn has become my go-to platform for professional growth as an aspiring leader by following industry experts and learning from their insights.

What was one of your biggest challenges as a leader and how did you overcome it? As the COO of a private equity real estate company I can face a variety of challenges, such as managing multiple projects, working with international investors, and ensuring operational efficiency. To overcome these challenges, I focus on building a talented team, implementing efficient processes and procedures, and maintaining clear and open communications with all. It is also important to stay up to date with industry trends and regulations, and continuously adapt to changing market conditions.

3 skills that you use every day in your position: Leadership skills ( As the COO of Astor, I make it a priority to practice leadership with my team and our entire operation.) I schedule multiple weekly meetings to strategize the efficiency of our team and organizational operations. As a leader, it's important to consistently motivate and keep your team focused on the growth of the company.

In my position, I use communication skills as one of my most important tools. Having direct interaction and creating synergy with the CEO of our company, C-level managers, and all our business partners is essential for our company. Powerful and clear communication defines objectives as well as the goals for achieving the path of growth.

Time management is an extremely vital skill to have and master. Without this skill, there will be no balance and ability to prioritize what is important each day, and what area of the business requires more attention.

I use time management between my work and personal life, delegating tasks according to the value of work, and simply analyzing each day what area of the company needs attention more attention.

Best advice for new leaders in 10 words or less:

Read news articles every day about current economic events, then move on to the articles about the subject of real estate in major US markets. (I use LinkedIn as my go-to for all information.) "Being ahead of market trends is a major competitive advantage."

What recent project, transaction, or accomplishment are you most proud of?

I'm immensely proud of our recent venture into Phoenix's hospitality market with the 265-key Caesar Republic, the first non-gaming Caesars brand in the US. Astor astutely identified market trends and

formed a strategic partnership in Scottsdale, next to the esteemed Fashion Square Mall. Overcoming challenges in navigating a new market, we secured an exceptional transaction and a lasting partnership, demonstrating our unwavering dedication to innovation and collaboration.

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