



2023 Ones to Watch Industry Leaders: John Horowitz, Marcus & Millichap

June 27, 2023 - Spotlights



John Horowitz
Senior Vice President / Division Manager

Marcus & Millichap

Number of years in CURRENT position: 12.5

3 skills that you use every day in your position: Leadership, problem-solving, financial management

Best book, podcast, or app for aspiring leaders: 7 Habits of Highly Effective People by Stephen Covey

Best advice for new leaders in 10 words or less: Listen and think before you speak

What recent project, transaction or accomplishment are you most proud of? We have a strong mentorship culture at Marcus & Millichap, and I recognized that we were not providing sufficient training for our agents once they became mentors. I created, designed and introduced a mentorship training program for all aspiring mentors. The program is focused on developing the necessary skills to be a quality mentor without disrupting the agent's existing business. The program is currently being expanded nationwide.

What was one of your biggest challenges as a leader and how did you overcome it? My biggest challenge right now is learning how to adapt my teaching style to the new agents that we hire. Over time, as generations change, the way in which people want to work, interact and learn has changed, and it is my job to change my methods to meet the agents where they are. I was resistant to this at first, but as I've adapted, I've found that the newest agents are learning and adapting quicker than ever.

What makes this nominee an Industry Leader?

"John Horowitz is an accomplished professional who currently serves as senior vice president and division manager at Marcus & Millichap. He has held various positions within the organization, showcasing his dedication and expertise. John's extensive experience in both the legal and real estate fields, coupled with his leadership roles at the firm, demonstrates his skills as an industry and people leader in overseeing the operations of the firm's New York offices." - J.D. Parker, Executive Vice President of Brokerage Operations at Marcus & Millichap.

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