



## **2023 Ones to Watch Industry Leaders: Jared Kasschau, Harris Beach PLLC**

June 27, 2023 - Spotlights



Jared Kasschau  
Partner

What was one of your biggest challenges as a leader and how did you overcome it? The biggest challenge I have encountered as a leader (both in the municipal and private sector) is attracting and retaining talented team members. Many people are under the misapprehension that money solves everything and that offering folks a raise will get them to join/stay. That doesn't always work. And, when it does work, it is a temporary fix. In my view, the best way to attract and retain talented team members is to demonstrate that they are valued. Listen carefully to what your team members have to say. Invite and incorporate their criticism. Commend them on their achievements. In a nutshell, follow the Golden Rule."

What makes this nominee an Industry Leader? "Jared has extensive experience as a litigator in private practice and the public sector, providing him with unique insights into the challenges facing organizations, municipal governments and agencies. Jared represents municipalities and agencies in both municipal litigation and transactional matters. His experience in this area is informed by his service as Nassau County Attorney, where he served as Chief Legal Officer." - Nina McCann, Business Development at Harris Beach PLLC.

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