



**2024 Ones to Watch Industry Leaders: Michael Jean-Pierre,
M&T Realty Capital Corp.**

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Michael Jean-Pierre
Managing Director, Agency Capital Markets

M&T Realty Capital Corp.

“Michael consistently provides tremendously beneficial insight on many topics and can utilize “peripheral vision” when facing a problem or dilemma. These abilities allow his recommended solutions to address impacts beyond the obvious, making his answers and solutions more valuable and impactful.” - Michael Edelman, Chief Executive Officer at M&T Realty Capital Corp.

In the last 12 months what accomplishment are you most proud of? Over the past year, I am most proud of the resilience and performance of the entire RCC team in a challenging deal environment. We have continued to grow our platform and expand our reach by fostering new relationships within new markets while delivering high-quality execution for our clients. We recently closed a complex \$415 million deal, the largest individual loan in our platform’s history and a prime example of remarkable teamwork during volatile times.

Best books, podcasts, or apps for aspiring leaders: The One Thing by Gary W. Keller & Jay Papasan; and The Broken CEO by Chris Pearse.

In the last 12 months what was one of the biggest challenges you faced as a leader and how did you overcome it? Leaders need to stay energized and look toward tomorrow with a positive outlook while at the same time remaining cognizant and realistic about where things stand today. Finding that balance is the biggest challenge. I focus on the fact that the environment is always evolving. Some aspects within and outside our control present opportunities to grow personally and professionally. See the forest through the trees.

Best advice for new leaders: You learn a lot by listening, observing, and asking questions. No one has all the answers, so be inclusive.

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