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How did you find your way into the industry?

I've always had passion and fascination with the real estate industry. I originally acquired my real estate license 5 years and started a website, Mrocrealty.com. After working in the residential real estate space, I wanted to explore the development world to see another aspect of the real estate world. I caught a lucky break in that I was brought onboard by Steve Murow to build Murow | CM a construction project management software application while simultaneously assisting his company in the business development and marketing. This allows me to massage my technology as well as real estate background which is ideal.

What advice would you give to an emerging young leader just starting their professional career?

The main piece of advice I'd give to an emerging young leader is to keep an open mind and learn as much as possible. Always stay in the student mind-set. Another piece of advice is to find a mentor and learn as much as possible from them. Further, think of the career tract you are trying to achieve and map the various steps needed to carry that idea to fruition. Although realize that sometime hurdles and obstacles get in the way, embrace them and pivot where necessary.

What traits do you think define a successful leader?

A few of the traits that I think a successful leader must have is being a good listener first and foremost. Another is keeping an open mind to other's thoughts and influence. A successful leader will be able to read people well and be able to spot strengths and weaknesses in each. Another key for a successful leader to possess is charisma and the ability to rally the troops around a common goal. A successful leader will also train the team as well as give one on one advice where necessary. Essentially, the successful leader puts their ego aside for the greater good of the team and leads by example. The successful leader will be in the trenches with their team and make it happen just as they are.

What is your current job and what types of projects are you working on now?

As Dir. Marketing and Business Development I wear multiple hats, but the most notable project I brought on recently were our construction management services for the Butterfly Palladium Project on Beach Blvd. in Buena Park. My team is always looking to adopt the latest marketing techniques and

improve on existing processes. Aside from my duties on the marketing and business development end, I am continuously working on our in-house construction project management software, StratusCM.

What do you find most challenging about your profession on a day-to-day basis?

On a day to day basis, I find that I am learning so much and yet there is still so much to learn which is exciting. The other challenge I have sometimes is wearing multiple hats and multi-tasking efficiently on a consistent basis. It really is a matter of prioritizing and effective time management to succeed in your multiple endeavors. Another challenge is being an individual contributor while managing a team. Again, this is where taking each day one at a time and coming into the office in the morning with a few items focused on completing matters the most. The key is to not get overwhelmed, but find solace in the fact that if you put your head down, the task will get completed and that you have a support system behind you to assist where needed with open arms.

What are you looking for in terms of career development - OR In what areas would you like to professionally develop further?

Since my background is both in real estate and technology, it becomes difficult to gravitate more towards one than the other. Ideally, I would like to hone my skills more sharply on the real estate land development side, taking time to understand the processes behind the services that my team markets in more granular detail. Once the construction project management software has been fully utilized by our company and clients, I will have the ability to concentrate even more on the land development side.

Describe a situation that was a great learning experience.

I was working for my first software company and was complaining to the owner that I needed help and/or was dependent on others on my team providing certain information to me before moving forward or getting a task done. He became somewhat irate and said something similar to “don’t depend on anybody for anything if it is preventing you from reaching your goal, whether that goal be large or small. Take control of the situation and steer it however you see fit.” This made me realize that instead of becoming impatient waiting for something to get done by somebody else, do it yourself ☺ This general principle has allowed me to progress in my career more than I would have thought initially upon hearing it.

How do you deal with stress at work?

I have a regular morning routine that allows me to enter the work environment with energy and focus, without too much caffeine ☺ I know what triggers stress so I do my best to anticipate and prevent or mitigate as much as possible. I am a believer of grabbing the bull by the horns so to speak so if I can meet a “stressful” situation head-on, I will choose to do that which prevents holding the stress inside and having it negatively affect your work, health, etc. I would say that exercising and taking adequate time to listen to your body and know when it’d time to take a break is very important as well.