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## **2023 Ones to Watch - Industry Leaders: Tim DeBowes of Hathaway**

November 24, 2023 - Spotlights



Tim DeBowes  
Director of Real Estate - Broker

3 skills that you use every day in your position: Effective communication: Especially mindful listening. Good faith negotiating: I strive to be fair to any and all of the parties that I represent and to the persons on the other side of the table. Contract review: I am thorough and detail-oriented. I have learned that time well spent up-front often saves complications and delays as a project progresses.

What recent project, transaction or accomplishment are you most proud of? I've secured a contract for a 26-acre light-industrial property spanning both West Haven and Orange, CT. Extensive research, negotiations, and guidance from Hathaway's parent company, Viking Construction, have been invaluable. Throughout this transaction I've delivered solutions and value to my client. Brokers should continually seek insights to enhance their professional growth.

What makes this nominee an Industry Leader? "Tim is a consummate professional. He does his homework, knows his audiences, and is approachable and helpful. He manages multiple properties and their respective priorities, while finding time to broker residential and commercial real estate transactions." - Jen Bell, Senior Account Manager at Ryan Marketing.

Best book, podcast, or app for aspiring leaders: I am old-school on this: I appreciate Dale Carnegie's "How to Win Friends and Influence People." The messages from 1936 – and from the revised 1981 version – are still applicable.

Best advice for new leaders in 10 words or less: Put the work in, and attitude goes a long way.