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## **2024 Ones to Watch - Industry Leaders: Jay Peabody, Partridge Snow & Hahn LLP**

November 29, 2024 - Spotlights



Jay Peabody  
Co-Managing Partner

Three skills that you use every day in your position:

Hard work, creativity, and practicality.

Best book, podcast, or app for aspiring leaders:

Give & Take by Adam Grant.

Best advice for new leaders in 10 words or less:

Don't take yourself too seriously.

What was one of your biggest challenges as a leader and how did you overcome it?

Managing both a law firm and an active corporate real estate practice is challenging, especially in terms of time management. Success demands incredible discipline. I've managed to meet the needs of the firm and my valued clients by focusing on two strategies: (i) eliminating distractions like social media and (ii) being ultra-intentional with tasks and to-dos. Both strategies have greatly enhanced my work-life balance as well.

What makes this nominee an Industry Leader?

"In addition to co-managing PSH, Jay is a leader in commercial real estate law, offering pragmatic solutions for complex transactions. He represents sponsors, operators, and investors in all aspects of corporate real estate, from land control to large-scale developments and complex financings. Known for his even-keeled demeanor, he ensures deals get done efficiently."- Paul Kessimian, co-managing partner, Partridge Snow & Hahn LLP.