



2025 Women in CRE: Tina Gagliano, Windels Marx Lane & Mittendorf, LLP

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What skill or quality do you believe is essential for success in your field today?

With technology and social media, there's so much content to digest for CRE lawyers. While they're incredible tools to keep informed, it also means (ideally) one should be utilizing all of that information. I've found an efficient way to stay informed while avoiding overload is to limit social media or industry publications to a fixed time each day - 30 to 60 minutes while having coffee or commuting. I also set reminders to catch up with a client or a colleague. Once calendared, I can make mental space for other things. It's my way to stay connected without overwhelming precious time.

What advice would you give to a woman considering a career in commercial real estate?

Any woman interested in CRE should pursue this dynamic industry of interesting characters. It's a big tent, so educating oneself in areas of interest is important. While great multi-taskers and jugglers, it's also beneficial for women to seek out a mentor, especially early in the career. A more senior colleague (past or present), a former teacher, relative, or anyone of influence in CRE can be a mentor. Also, collaborate with colleagues. Discuss questions, concerns and ideas with others, which often yields great results, and the sense of community makes the routine more enjoyable.

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