

## 2023 Ones to Watch Industry Leaders: Tracy Dennis, Arbor Realty Trust



Tracy Dennis

**Name:**

Tracy Dennis

**Title:**

Managing Director,  
General Counsel, Agency and  
Arbor Private Label

**Company:**

Arbor Realty Trust

*Number of years in CURRENT position: 3*

*3 skills that you use every day in your position:*

Active Listening, Problem Solving, Asking Questions

*Best book, podcast, or app for aspiring leaders:*

“Shoe Dog: A Memoir by the Creator of Nike,” by Phil Knight.

*Best advice for new leaders in 10 words or less:*

Do great work – be even better with people.

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

I have been fortunate enough to manage bright, talented, and extremely committed men and women, many of whom have become friends. If you care, leading a team is equally challenging and rewarding. My biggest challenge came when it was obvious someone on my team was being targeted, and I defended this person to my detriment. But doing the right thing always works out in the end, not to mention it helps me sleep at night.

*What makes this nominee an Industry Leader?*

“Tracy’s success is driven by diving deep into issues while developing strong interpersonal skills with all stakeholders. She has the unique ability to drive for solutions by asking the tough questions in a way that puts everyone at ease. Tracy is the go-to person to get things done.” - **Peter Reisert, Managing Director, Capital Markets, Agency Lending at Arbor Realty Trust.**