FOR IMMEDIATE RELEASE... November 10, 2026

HARRY NORMAN | FORBES GLOBAL PROPERTIES EXPANDS INVESTMENT IN EMPLOYEE DEVELOPMENT THROUGH ENHANCED IMPACT COUNCIL INITIATIVES

New Leadership Development, Mentorship, Professional Development, and Community Engagement Initiatives Reinforce the Firm's Continued Commitment to Developing its People and Strengthening Company Culture

ATLANTA: Building upon its recent leadership transition and continued focus on long-term organizational growth, Harry Norman | Forbes Global Properties has expanded its Impact Council through a series of new initiatives designed to strengthen leadership development, mentorship, professional development, and community involvement across the organization. The enhanced programming reflects the firm's continued investment in cultivating talent from within while reinforcing the collaborative, relationship-driven culture that has defined Harry Norman for more than 96 years.

Originally established to foster belonging and meaningful connection across the organization, the Impact Council brings together agents and staff through mentorship, leadership development, volunteerism, and professional programming designed to strengthen both the workplace experience and the communities the firm serves.

"The strength of Harry Norman has always been our people," said Todd Emerson, President of Harry Norman | Forbes Global Properties. "As we continue building on the momentum of this next chapter for our company, we're equally committed to creating opportunities that help our agents and employees grow as leaders, strengthen relationships, and make meaningful contributions both within our organization and throughout the communities we proudly serve. Creating opportunities for our people to grow is essential to the future of our company."

Among the Impact Council's newest initiatives is the Leadership Pipeline Program, launched earlier this year to provide intentional pathways for emerging leaders across the company. Through structured mentor-mentee partnerships, leadership coaching, guided reflection, and ongoing professional development, the program is designed to prepare participants for future leadership opportunities while encouraging continuous personal and professional growth.

Participants engage in regular mentoring sessions, quarterly leadership touchpoints, and individualized development planning supported by a customized leadership workbook. The program also creates pathways to future leadership opportunities across the organization, including executive committee participation, office leadership, and additional company-supported development initiatives.

The Impact Council has further enhanced its professional development programming through Impact Voices, an ongoing speaker series designed to strengthen communication, confidence, and leadership presence. Recent sessions featured Helen Loiacono's presentation, *Influence Without Authority*, exploring how professionals can communicate effectively and lead with impact at any level, followed by Jasmin El Marbouhe's discussion, *Communication Habits That Separate Leaders from Managers*, highlighting the communication skills that help leaders build trust, inspire action, and create meaningful connections. Additional Impact Voices sessions are planned throughout the year as part of the council's ongoing commitment to professional growth.

"At its core, the Impact Council is about creating meaningful opportunities for our people to connect, contribute, and find purpose in their work beyond their day-to-day responsibilities," said Rita Ukkatah, Chair of the Impact Council and Director of Technology & Operations. "By investing in our people and creating opportunities for shared experiences, we're fostering a stronger sense of belonging across our organization. When our people feel connected and supported, they're better equipped to grow, collaborate, and make a lasting impact."

Beyond the workplace, the Impact Council continues to emphasize community engagement through volunteer initiatives supporting organizations across Metro Atlanta. Earlier this year, Harry Norman agents and employees partnered with the Center for Puppetry Arts to help prepare for its annual String Fling fundraising gala, contributing behind the scenes to support one of Atlanta's cultural institutions. The company also participated in the Big Futures Teen Summit, connecting with Atlanta-area students through career exploration and professional mentorship opportunities designed to inspire the next generation of business leaders.

The Impact Council brings Harry Norman agents and employees together beyond the office through companywide events such as Racquet Day, held Sept. 30 at the Sandy Springs Racquet Center. The afternoon featured tennis, pickleball, lunch and a raffle, with support from sponsors Prosperity Home Mortgage, Campbell & Brannon, HN Insurance Services and Chubb Insurance.

Continuing its community-focused efforts, Harry Norman employees volunteered at Furkids Animal Rescue and Shelters on Oct. 22. Volunteers walked and socialized dogs and puppies and spent time with cats in Furkids' Cat Café, helping enrich the lives of animals awaiting adoption.

Together, these initiatives reflect Harry Norman's continued commitment to developing its people through leadership training, mentorship, communication, community service, and meaningful professional connection.

"As our company continues to evolve, we're focused on creating an environment where people feel empowered to grow, contribute, and lead," Emerson added. "When we invest in our people, we strengthen not only our organization but also the level of service we provide our clients and the positive impact we make throughout our communities."

Interviews with Harry Norman | Forbes Global Properties leadership and additional information are available upon request.

About Harry Norman | Forbes Global Properties: Harry Norman | Forbes Global Properties, the premier luxury real estate firm in Atlanta, was established in 1930 out of a desire to provide an unparalleled customer experience. As the first residential real estate firm in Atlanta, Harry Norman | Forbes Global Properties earned the reputation of being the best and setting the standard for others who follow. Real estate has evolved, as has Harry Norman, but one thing remains constant 96 years on – when you work with Harry Norman | Forbes Global Properties, you can be confident you are working with the best real estate sales associates Atlanta has to offer. With a longstanding presence in Metro Atlanta and eight premier sales offices serving Georgia, Harry Norman | Forbes Global Properties connects real estate professionals with clients locally and globally. For more information, visit HarryNorman.com or connect with the firm via Facebook and Instagram.

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