

# Nancy M. Shear, Vice President, Managing Broker, CRP, CRB, GRI, SRS, ABR, CRETS, RENE

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## Executive Summary

Vice President and Managing Broker for Watson Realty Corp. Melbourne Office. Possesses strong communication and problem-solving skills to drive company revenue while effectively managing risk. Passionate about coaching, delivering exceptional customer experience, and creating customers and agents for life through agent development and legendary quality of service.

## Education

**GEORGIA STATE UNIVERSITY, ATLANTA, GA** **1991-1993**

*Bachelor of Business Administration*

- Minor in Marketing

**Florida Real Estate Broker License** **2001**

o Designations/Certifications include:

- Graduate of the Realtor Institute **(GRI)** **2002**
- Certified Relocation Professional **(CRP)** **2004**
- Council of Real Estate Broker Managers **(CRB)** **2014**
- Accredited Buyer Representative **(ABR)** **2016**
- Seller Representative Specialist **(SRS)** **2017**
- Certified Real Estate Teams Specialist **(CRETS)** **2025**
- Real Estate Negotiation Expert **(RENE)** **2024**
- **Tom Ferry** coaching client and **Certified Business Coach** **2012-2017**
- **Brian Buffini Mentor for Peak Producers Program** **2017-2018**
- Former REBAC approved ABR instructor including **NAR (National Association of Realtors) trainer**
- Leader Real Estate Companies of the World Maestro Leadership Training **2017**

## Professional Experience

**VICE PRESIDENT, MANAGING BROKER | WATSON REALTY CORP, MELBOURNE, FL | CURRENT**

- Responsibilities include office management with FREC compliance on all files, profit and loss oversight, recruiting and retention, training/coaching, conducting office meetings, growing market share and building world-class culture to 30 plus agents.

- Teaching and recruiting for Watson Success School, local Real Estate Schools and HUD Agencies

**VICE PRESIDENT, MANAGING BROKER | WATSON REALTY CORP, OVIEDO, FL | SEPTEMBER 2012 - FEBRUARY 2020**

- Responsibilities include office management with FREC compliance on all files, profit and loss oversight, recruiting and retention, training/coaching, conducting office meetings, growing market share and building world-class culture to 30 plus agents.
- Teaching and recruiting for Watson Success School, local Real Estate Schools and HUD Agencies

**BROKER ASSOCIATE, DIRECTOR OF RELOCATION | KELLER WILLIAMS ADVANTAGE, OVIEDO, FL | 2011 -2012**

- Real estate sales for residential buyers, sellers, investors and renters
- Corporate Relocation
- First Time Home Buyer Education with HUD approved educator

**MANAGING BROKER | URBAN MANAGEMENT/OAKWOOD MORTGAGE, ORLANDO, FL| 2009- 2011**

- Responsibilities include office management with FREC compliance on all files, recruiting, retention and training
- Business Development for commercial loans with projects \$250,000 - \$400,000,000 with private and institutional funding sources
- Licensed Mortgage Broker

**BANK MANAGER | TRUSTCO BANK, WINTER SPRINGS | 2008-2009**

- Branch management of local bank with mortgage and product sales, staff management overseeing all transactions and practices ensuring regulatory compliance with all bank policies and procedures

**BROKER OWNER | SHEAR REALTY SERVICES, WINTER SPRINGS | 2006-2008**

- Conducted all sales and marketing functions for the company
- Developed customers through lead generating, prospecting, presentations and feature selling
- Performed all book keeping, database management and accounting functions using QuickBooks, ACT! And Microsoft Office software

**MANAGING BROKER | PRUDENTIAL NETWORK REALTY, ATLANTIC BEACH, FL | 2005-2006**

- Managed one of the top Real Estate Office in Jacksonville with an annual budget of \$1,000,000
- Managed, trained, coached 43 sales agents for the number 2 office in the company
- Developed training programs to motivate and develop skills for both new and experienced agents

## **CORPORATE PROPERTY SPECIALIST | WATSON REALTY CORP | 2001-2005**

- Broker Associate responsible for directing sales associates in the listing and sales of corporate properties for transferees in the process of relocating
- Assumed the lead role in determining property valuations, marketing, resource management for corporate clients and relocation companies
- Over \$20,000,000 in sales production (105% of goal)
- Silver Pinnacle Award winner (top 5% of agents in company)

## **Associations**

Florida Chapter REBI Past Vice President Florida Realtors

Orlando Regional Realtors Association

Florida Realtors Member

National Association of Realtors national certified instructor and train the trainer

Florida Realtors Take 5 contributor offering educational content for Florida's 180,000 Realtors