

# TOMÁŠ NÉMETHY

MANAGING PARTNER  
& COUNTRY HEAD  
CUSHMAN & WAKEFIELD  
SLOVAKIA



Since 2023, Tomáš has been Country Head of Cushman & Wakefield Slovakia, overseeing business operations and leading the firm's continued growth in the local market.

He joined the company in 2019 to establish its Slovak presence and build the Valuation & Advisory department from the ground up. With nearly 15 years of experience in real estate, he has held roles across financing, investment, and valuation. Before joining Cushman & Wakefield, Tomáš worked on major real estate projects, commercial transactions, and delivered tailored valuations and feasibility studies. He enjoys building teams and fostering a collaborative and people-driven culture.

## WHAT ACHIEVEMENTS FROM 2025 ARE YOU MOST PROUD OF, AND WHY?

In recent years, Cushman & Wakefield Slovakia has undergone a period of dynamic expansion, nearly tripling its size since 2022. This progress has been driven not only by targeted recruitment, but above all by a strong focus on company culture.

The year 2025 represented a notable shift in momentum. We expanded our property management portfolio by seven new assets, including five shopping centers, and now provide full leasing services across seven retail assets. Retail has therefore become the defining growth story of the year. Beyond retail, we continue to unlock potential across project management and office leasing, with several of our teams now recognized among the most respected players in the Slovak market. This reputation is the result of consistent hard work and a constant drive to rethink how we create value for our clients.

## HOW DO YOU FOSTER INNOVATION WITHIN YOUR ORGANIZATION?

Innovation at Cushman & Wakefield Slovakia is driven primarily through people and culture. High engagement and satisfaction levels show that empowering teams, encouraging ownership, and fostering collaboration are central to how new ideas emerge. At the same time, technology and data play a critical role in reshaping service delivery and decision making. Innovation is not treated as a separate initiative, but as part of everyday operations and an ongoing effort to rethink how value is created for our clients and how we embed AI and productivity tools in everything that we do.

## HOW IS AI OR DIGITAL TRANSFORMATION CHANGING YOUR INDUSTRY, AND HOW ARE YOU RESPONDING?

Digital transformation, including AI

implementation, is no longer viewed as a future ambition but as a current operational reality. Across real estate advisory services, technology is already reshaping data analysis, reporting accuracy and decision making speed. At Cushman & Wakefield Slovakia, we place AI and technology at the center of our competitiveness agenda, using them to work faster and smarter. The focus remains on ensuring that technology supports human expertise, not replaces it. Strengthening trust and long-term advisory relationships remain our priority.

## WHAT LEADERSHIP QUALITY DO YOU BELIEVE IS MOST ESSENTIAL IN TODAY'S COMPLEX ENVIRONMENT?

I believe in clarity, radical transparency combined with empathy which is essential part of our recent growth. Effective leadership requires the ability to set a clear direction while remaining flexible and people focused. Building trust internally and externally, creating space for collaboration and leading by example and consistency rather than hierarchy are critical. At its core, leadership is about enabling others to perform at their best and maintaining credibility through actions, not titles.

## WHAT MAKES SLOVAKIA ATTRACTIVE TO INVESTORS?

Slovakia has a skilled workforce for industrial production and the advantage of being fully integrated into international supply chains and western institutions, including the eurozone. Due to its size, it has proven in the past its ability to reinvent itself quickly and attract international investment.

As advisors, our role is to help investors navigate local specificities, identify the right assets and timing, and turn market data into clear, confident decisions. The opportunities are there, but they are often highly country specific and require strong local insight to unlock their full potential.

