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JULY 2026

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Rising Star:
**KAMRYN
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Partner
Spotlight:
**A SHARP
VIEW**

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Jeff White
Owner
901-509-5566



Ashley Streight
Content Coordinator



Anders Clarke
Lead Writer
423-902-0103
360 Business Growth



Molly Cobane
Client Relations Specialist



Ryan Dugger
Photographer
615-275-7739
Creative Revolver Photography
& Video Production



Jess Harris
Photographer
Creative Revolver Photography
& Video Production



William Griggs
Photographer
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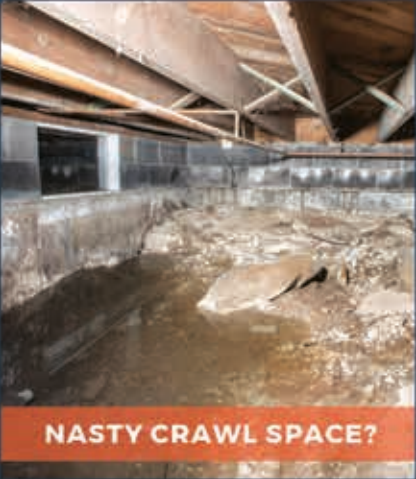
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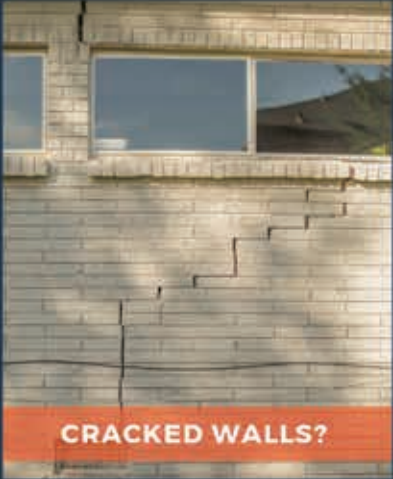
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Mid-Year Check-In

It’s hard to believe we’re already halfway through the year. January feels like yesterday, yet six months have come and gone. At the beginning of the year, many of us set goals, created plans, and envisioned what success would look like by year’s end. Now, standing at the midpoint, it’s a good time to pause and ask a few important questions:

What’s working? What’s not? Am I building the business I intended to build, or am I simply staying busy? Who am I becoming in the process?

These questions matter because success is rarely the result of one big decision. More often, it’s the result of small choices

made consistently over time. The habits we develop, the relationships we invest in, and the opportunities we pursue all have a way of compounding.

As I’ve reflected on the first half of this year, I’ve been reminded how many opportunities begin with something simple: showing up. A conversation at an event. A new relationship. A fresh perspective. A referral partner. A chance encounter that opens a door you never expected.

Many of the best things in business, and in life, happen because we put ourselves in places where connection is possible.

Showing up doesn’t guarantee success, but it creates opportunities for success. You can’t build relationships with people you’ve never met or learn from conversations you’ve never had. In a world that is increasingly digital, there is still tremendous value in being present, engaging with others, and investing in genuine relationships.

That’s one of the reasons our theme this year is *Collaboration Builds Community*. Community doesn’t happen by accident. It’s built intentionally...one conversation, one introduction, and one relationship at a time. The strongest communities are formed when people choose to engage, encourage, and support one another.

I’ve had the privilege of watching this happen throughout our Real Producers community. I’ve seen agents connect with trusted partners, friendships develop, ideas exchanged, and opportunities created. Time and again, I’ve been reminded that growth rarely happens in isolation. The most successful people I know continue to learn from others, invest in relationships, and show up consistently.

As you look ahead to the second half of the year, I’d encourage you to take inventory, not just of your numbers, but of your relationships. Who are you learning from? Who are you investing in? Where might you need to show up more consistently? The answers to those questions may have a greater impact on your future than any business plan or marketing strategy.

The second half of the year doesn’t require a complete reinvention. Sometimes it simply requires a renewed commitment to the things that matter most. Be present. Be intentional. Keep showing up.



Here’s to a strong second half of the year—and to continuing to build a community that connects, elevates, and inspires. Together, we go farther.

Jeff White
Owner/Publisher



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A SHARP VIEW



Every real estate agent has walked out of a listing consultation knowing exactly what needs to happen before a home goes on the market.

Paint needs touching up. Furniture needs rearranging. Closets need editing. A few repairs have clearly been lingering longer than anyone wants to admit. The home needs to feel cleaner, brighter, and more move-in ready.

CREATING THE LIST IS EASY.
The challenge is everything that happens after the list is made. That's why A Sharp View exists.

Through Strategic Home Preparation, we bridge the gap between knowing what needs to happen and actually making it happen. We take ownership of the preparation process so homes get to market on schedule and showing at their best.

Most sellers fully intend to tackle the list. Then everyday life takes over. Some run out of time, others never quite know where to begin, and a few confidently announce they've finished everything, only for their agent to discover that "everything" is a surprisingly flexible term.

Photography approaches, the listing date gets closer, and important work still isn't done. At that point you're forced into an uncomfortable choice. Push photography and delay the listing, or move forward knowing the home isn't presenting as well as it could. Neither is ideal. Delays push timelines back and postpone payday. Moving forward too soon means the home hits the market before it's truly ready.

A Sharp View helps you avoid that situation altogether. Some agents bring us in when photography is around the corner and the work still isn't done. Others involve us early, so they never have to wonder whether it's happening at all.

FROM RECOMMENDATION TO REALITY
Preparation isn't about perfection. It's about helping buyers recognize the value that's already there.

We look at a property the way a buyer will, then get to work. We declutter, organize, handle cosmetic repairs, and stage the home using what the seller already owns rather than rented furniture.

Here's where we're different. Traditional staging usually means an empty house and rented furnishings. We work in homes that are still lived in, with the family's own belongings, while everyday life keeps happening around us. That's the listing most stagers won't touch, and it's exactly where we do our best work. We also work with vacant homes that need preparation before staging is even considered.

AN EXTENSION OF THE LISTING TEAM
For many agents, A Sharp View becomes an extension of the listing team. We work directly with the seller, attend the photography appointment, and head off problems before they turn into delays. Most of all, we give you confidence the work is getting done, without you spending your evenings chasing contractors or wondering whether a seller's weekend plans are actually going to happen.

That means less on your plate and a better experience for your seller.

Most agents already have vendors they trust, and we're not here to replace them. We work alongside the painters, stagers, landscapers, and handymen you already rely on. Our job is to make the whole process run smoother for everyone.

Agents have built A Sharp View into their listing process because it creates value long before the sign goes in the

“WHEN A HOME NEEDS MORE THAN RECOMMENDATIONS, I CALL ABBY. A SHARP VIEW BRIDGES THE GAP BETWEEN KNOWING WHAT NEEDS TO HAPPEN AND ACTUALLY GETTING IT DONE, MAKING THE PROCESS EASIER FOR BOTH MY CLIENTS AND ME.”

– Sabrena Smedley, Affiliate Broker, Sabrena and Associates, powered by Zach Taylor

yard. Instead of handing a seller a long to-do list and hoping for the best, they can offer someone who turns those recommendations into finished work. It becomes part of how they win listings and part of how they bring homes to market ready to impress.

WHEN TO BRING IN A SHARP VIEW

The best time to bring us in is right after the listing consultation. That gives us room to assess the home and take charge of the work before unfinished projects start threatening your timeline. That said, we’re just as often called in close to photography day, when the priority is simple: get it done.

Great listings don’t happen by accident. They happen because someone keeps the process moving and makes sure the work actually gets done.

For many agents, that someone is A Sharp View, brought in early and counted on to see it through.

Because the goal isn’t just getting a home on the market. It’s getting it there at the right time and ready for buyers to walk in and say, “This is the one.”

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KAMRYN Smith

From a young age, Kamryn understood the value of hard work and earning success. While she held several jobs early on, her first true career opportunity was at the Rossville Post Office as a mail carrier. She loved the daily interaction with people and the sense of community that came with the role. A few years later, she transitioned to BlueCross BlueShield, where she spent several successful years and continued to enjoy building relationships and helping others. However, when COVID reshaped both the workplace and everyday life, it ultimately set her on a new path, one that would lead her to a career in real estate.

As COVID changed her work environment, Kamryn found herself increasingly dissatisfied. After her office went remote, it removed a big part of the job she enjoyed: the social aspect. Building relationships and helping others always energized her, and spending days working from home and communicating only by phone left her feeling isolated. Realizing she wanted something more, she began exploring new opportunities.

Around that time, her friend Tiffany Crawford was building a successful career in real estate.

As Kamryn learned more about Tiffany's journey, she became intrigued by the possibilities the industry offered. Tiffany's encouragement inspired her to pursue her real estate license and take a leap of faith. Although Kamryn was initially unsure and nervous about becoming a REALTOR®, she was eventually convinced to give it a shot. She signed up for real estate school and got licensed shortly after in 2021.

As Kamryn continued developing her skills and building her real estate business, she continued working full-time at BlueCross for the first two years. Once her real estate income reached the point where she could confidently make the transition, she went full-time as a Realtor. Having Tiffany as both a mentor and friend, she had someone to learn from and work with, making the early months much easier. By the time she went into it full-time, she had the confidence to work mostly solo. Looking back, she admits, "I wish I would have started earlier." A big driving force of her business has always been her faith. She credits God for guiding her path, opening doors, and helping her build a business centered on serving others with integrity and compassion.

From an early age, Kamryn's parents and grandparents played a significant role in shaping her faith and values. Their guidance, encouragement, and example helped form the foundation of the person she is today. Those lessons continue to influence every aspect of her life and business. Her faith is a cornerstone, impacting how she builds connections, solves problems, and tackles challenging situations. It keeps her grounded, focused, and committed to putting people before transactions.

"I WISH
I WOULD HAVE
STARTED EARLIER."

One of Kamryn's greatest passions is helping first-time homebuyers and young families achieve the dream of homeownership. She understands that purchasing a home is often one of the most important financial decisions a person will make and can be a key step toward building long-term financial security and generational wealth. Every client, no matter the size of the deal, gets her focus and enthusiasm.



mother, she worked full-time while attending school, all while raising her daughter and doing everything she could to create a stable and fulfilling life for her family. Those experiences shaped the work ethic and drive that would later become the foundation of her success in real estate. When Kamryn discovered real estate, she quickly realized it offered the perfect opportunity to combine her passion for helping people with the flexibility to be present for her daughter. The early years were not without sacrifice. Balancing a growing business and motherhood often felt overwhelming, but she leaned heavily on her faith, trusting that if she gave her best effort and relied on God's guidance, everything would work out as it should.

One moment in particular left a lasting impact on her. Kamryn missed one of her daughter's school awards events because of a showing appointment that ultimately fell through. The buyer had no intentions of buying a home and ghosted her shortly after. That experience became a turning point. From then on, she made a commitment that family would always come first. Early in her career, she felt like her schedule controlled her life. Today, she proudly says, "Now I take control of my own schedule."

While faith remains the foundation of her life and business, family is her greatest motivation. She cherishes spending time with her daughter, whether they're shopping, attending concerts, working out together, or simply enjoying a movie night. Creating meaningful memories with her is one of Kamryn's highest priorities. She is also blessed with a close-knit family and treasures the time she spends with them. She is especially grateful for her grandmother



in South Carolina, whose love, wisdom, and guidance have been instrumental in shaping the woman she is today. The encouragement and support she receives from her family continue to be one of her greatest sources of strength and peace.

Now more than five years into her real estate career, Kamryn is grateful for the opportunity to do work she genuinely loves. Real estate has allowed her to serve her community, provide for her family, and build a life centered around both purpose and flexibility. She credits God for opening doors, guiding her path, and giving her the opportunity to use her gifts to make a positive impact in the lives of others. As she looks toward the future, Kamryn is excited to continue growing her business, deepening the relationships she has built, and serving even more families throughout Northwest Georgia and the Chattanooga area. ▼

"NOW I TAKE
CONTROL
OF MY OWN
SCHEDULE."



Problem-solving is one of the most important aspects of a successful real estate career. Every transaction presents its own unique challenge, and having the knowledge, experience and determination to navigate those obstacles is what sets great REALTORS® apart. Kamryn proudly describes herself as a real estate nerd, constantly investing time in learning, growing, and

expanding her expertise so she can better serve her clients. Having the education to solve problems is guided by her desire to do right by people and love others, even if that means taking a small loss for a bigger win.

From an early age, Kamryn learned how to overcome challenges with determination and resilience. As a young single

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How does Chattanooga Real Producers work?

Connecting. Elevating. Inspiring.

For those who may be new to Real Producers, or if you are just curious, here are some quick facts about Chattanooga Real Producers:

The Heartbeat: We seek to elevate the culture of our local real estate community by **INSPIRING** us to **KNOW ONE ANOTHER BETTER**, creating stronger **CONNECTIONS**, more trusted relationships, and more repeat business for everyone involved.

Distribution: This magazine is sent free of charge to the top 300 agents in the greater Chattanooga area based on MLS productivity. Within this area, there are over 3,000 active agents, but everyone who receives this publication is part of an elite group. You are remarkable. Just to be in this group is truly a badge of honor!

Content: This is all about you, the Chattanooga real estate community. We do personal and unique stories on members of this community, giving you a platform to inspire others. Our goal is to go beyond the numbers and take a deep dive into the personal side of the industry, to inspire us to know one another better. It costs absolutely nothing for a real estate agent to be featured in the publication. But to be featured, an agent must be nominated by a peer or leader in the Chattanooga real estate community. We are always taking nominations and encourage you to nominate individuals who are making a huge impact on our local real estate market.

Our Partners: Anyone listed as a “preferred partner” in the front of the publication is a part of this community. They will have an ad in every issue, attend our events and be a part of our online community. We don’t just find these businesses off the street, nor do we work with all businesses that approach us. One or many of you have recommended every single preferred partner you see in this publication. We do not meet with businesses until they are vetted by one of the agents in our community and receive a “stamp of approval.” If you are looking to add to your arsenal of incredible vendors, look no further.

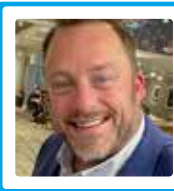
Networking Events: Along with the monthly publication, we host various social networking events where top agents, along with our top preferred partners, get together at reputable local venues to rub elbows, mastermind, have a good time and strengthen our greater Chattanooga community. We communicate information about the events through the publication, texts, emails and social media.



Nominate Your Favorite Agent: We are always accepting nominations for feature stories! If you know a colleague who is absolutely on fire and deserving of celebration, we would love to feature them in an upcoming edition of *Chattanooga Real Producers* magazine! Categories may include Top Producer, Rising Star, Team Leader, Broker, Making a Difference, REALTOR® on Fire, etc. To nominate a fellow REALTOR®, simply scan this QR code and follow the prompts. We look forward to receiving your nominations!



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Jennifer DOUGLASS

OPEN HOUSES AND OPEN HEARTS

BY ANDERS
CLARKE
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After graduating Lee University and meeting her husband at school in 1994, she taught for six years as a middle school teacher and coach at Ooltewah Middle School. She loved teaching, but Jennifer was ready to pursue the next step in her career. She had earned a Master's in Administration and Supervision from UTC and was ready to put it to use as a principal. As she began shadowing her current principal, her goal was put on hold as she welcomed her first child, Justin. She took the next several years to raise him at home, welcoming her second child, Joy, 2 years later.

As she raised her kids, she loved to attend open houses and look at properties. She called herself a “professional open houser” years before getting her own license. When the opportunity came to return to her career, she made a different choice; she chose real estate. With an interest in real estate for many years, she decided to give it a shot and got licensed in 2004 and has been at Keller Williams since 2010.

Aside from the new information in real estate, the job itself was very similar to being an educator and a coach. “Teaching and coaching helped shape my communication skills, leadership, patience, and ability to connect with people,” she says, “all things that still help me daily in real estate”. For Jennifer, it was just about translating her skillset into a new environment. She was still educating others; her students had just become buyers and sellers.

As someone committed to education, she had no problem staying informed and up to date on information. She loved the new opportunities to impact people, even if it wasn't middle schoolers she was working with. Her patience and leadership earned her clients' trust and confidence in each transaction. “I want to show up and be involved every step of the way,” she claims. “I do my best for everyone involved.”



Jennifer's superpower in real estate is her focus on cooperation and communication. Whether as a teacher, a coach, or a REALTOR®, working towards a common goal is paramount. The foundation of each working relationship for her is earning trust early and maintaining it with good communication and follow-through. She strives to work well with the other agents she meets. She also works to build good relationships with vendors, granting her a long list of reliable partners to bring in when her clients need them.

Part of good communication is knowing when to teach and advise. Even if her clients don't want to hear it, she is honest about the opportunities and challenges each transaction holds. “They're always going to hear straight from me,” she strains. By understanding what problems exist and presenting tenable solutions, she helps her clients make the best decision for themselves. “I'm committed to education, and I just want to pass that education along to my clients,” she says.

As an educator in her previous career, she has continued that trend in real estate. In 2004, she earned her affiliate broker's license, and later her broker's license three years later.



“THEY’RE ALWAYS
GOING TO HEAR
STRAIGHT FROM *me.*”

Last year, Jennifer became a State of Tennessee real estate instructor. Over this year and beyond, she looks forward to teaching more agents through CE courses. While her schedule hasn’t allowed for a deep dive into CE courses yet, she is excited to help even more agents grow their businesses and bolster their confidence. It’s also an opportunity for her to learn in the process, improving her own skills. They say one of the best ways to learn is to teach, and Jennifer enjoys both.

Due to her involvement in her community over the last 23 years, Jennifer has earned a sterling reputation. Leading with honesty and compassion in transactions, she has earned the trust of agents and clients alike. “If they’re calling me, they’re calling me for a reason,” she says. It’s a responsibility to do the right thing every time and treat others like family. At the end of the day, she states, “all you have is your name.” She earned REALTOR® of the Year in 2025 for her tireless efforts and outstanding integrity.

Her steadfast commitment to education and integrity has also earned her the role of President of the MLS Board of Directors at River Counties Association of REALTORS® for the upcoming year. It’s a role she is equal parts honored to receive and thrilled about the opportunity to impact the community she loves.





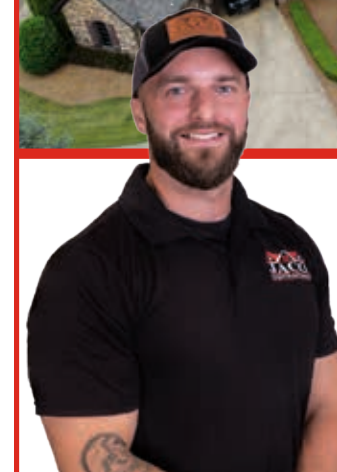
I'M COMMITTED TO
EDUCATION, AND I JUST WANT
TO PASS THAT EDUCATION
ALONG TO MY *buyers.*"

At home, she is supported by her amazing family. Chris, her husband of 31 years, has been an evergreen source of support and love for her during her phases of life. He recently retired after 30 years of teaching at Heritage High School and just started working at Westmore Church as a Church Administrator and in men's ministry. She also has two adult children, both of whom live locally and visit often. She loves to spend time unwinding outside or walking her beloved dachshund, Mabel. She enjoys riding her e-bikes and beach vacations with her family.

They say knowledge is power. Jennifer chooses to use that power for good, advocating for clients and educating other agents. She is always there to support and uplift others, offering advice and expertise when needed. Serving in several roles and on committees allows her to share her knowledge and enthusiasm with even more people. She has been a pillar of the community for 23 years and shows no signs of stopping.



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WHEN “*They’re a Good Person*” BECOMES *A Leadership Problem*

— The hidden cost of avoiding hard conversations —

SUBMITTED BY CHRISTY BELT GROSSMAN, CEO AND OWNER OF OPS BOSS COACHING™

There’s a line that echoes through leadership circles everywhere, usually spoken with a sigh and a hesitation to act: “But they’re a good person.”

And they probably are.

Kind. Loyal. The one who shows up to team events with a smile. The one you’ve known for years. The one you genuinely want to succeed. The one you keep hoping will “turn the corner.”

But somewhere along the way, empathy quietly mutates into avoidance. And avoidance always issues its own invoice. It just arrives later, with interest.

Because while you’re protecting one person from discomfort (that person is YOU!), your entire team is learning what you actually tolerate.

And they are always watching.

The moment your best people start pulling away
Top performers notice first.

- They notice who misses deadlines without consequence.
- Who drops the ball and calls it “a busy season.”
- Who creates confusion that others quietly clean up.
- Who needs the same reminders over and over again.
- Who promises effort but never produces change.

And eventually, the shift happens.

At first, they ask “Why is this allowed?”

Then, quietly, they start asking something heavier: “Why am I working this hard?”

That’s the moment culture begins to leak—slow, invisible, and expensive. Like a tire losing air on a long highway stretch. You don’t notice until performance starts drifting and momentum gets harder to maintain.

Silence is not neutral. It’s instructional.

Many leaders mistake silence for diplomacy.

It isn’t.

Silence is instruction.

- If you keep fixing it, you are not leading it.
- If you keep tolerating it, you are teaching it.
- If you keep avoiding it, you are funding it.

You did not build a high-performance business to become the emotional support system for underperformance.

This is not about becoming harsh or transactional. It’s about becoming clear.

Because clarity builds strong teams. Vagueness quietly erodes them.

The real issue is rarely “the person”

Most leaders assume they have a people problem.

More often, they have a clarity problem dressed up as a performance issue.

Terms like:

- “Be proactive.”
- “Communicate better.”
- “Take ownership.”
- “Move faster.”
- “Respond quickly.”

Sound clear in the leader’s mind.

But in execution? They are fog in motion.

One person believes “responsive” means same day.

Another believes it means within the hour.

Another thinks it’s “immediately”.

Another believes it means “after I finish what I’m doing and remember.”

When expectations can be interpreted four ways, they will be executed ten different ways.

That is why coaching starts to feel exhausting for so many high-capacity leaders. Not because coaching is ineffective, but because the system underneath it is inconsistent.

- Too many conversations.
- Too little measurement.
- No cadence.
- No reset mechanism.

- No clear “growth or transition” structure.

So leadership becomes like Groundhog Day. Same conversation. Different Tuesday.

The quiet trap of being the fixer
High performers often unintentionally create dependency.

- You answer too quickly.
- Solve too often.
- Over-explain everything.

And slowly, the team stops building thinking muscles and starts building a reflex: Bring it to the leader. Like raccoons showing up at the back door with shiny problems expecting them to be sorted and returned better than before.

If you become the smartest person in every problem, you eventually become the bottleneck in every outcome. Your role was never meant to be permanent rescue operation. It is development.

Coaching is not vibes. It’s structure.

Strong leadership is not emotional improvisation. It is intentional design.

A simple framework changes everything:

1. Re-Set

Define expectations with precision. Clarify ownership, standards, KPIs, and behavioral alignment.



2. Re-Wire

Install rhythm. Coaching cadence. Scheduled feedback loops. Accountability systems. Consistent reinforcement. (You don't just talk about something once and the problem is solved.)

3. Re-Launch

Measure performance within a defined window. Decide—based on evidence—whether growth is actually happening. Because avoidance is not leadership. It is delayed clarity with compounding cost.

The uncomfortable truth: not every seat fits every person
This is where many leaders resist.

Not every person is a long-term fit for every role.

That does not make them wrong.

It does not make you unkind.

It does not make the relationship a failure.

It simply means alignment has expired (or was never there to begin with.)

Sometimes the most respectful leadership move is to stop forcing a role that no longer fits.

People often thrive when they are released from environments that no longer match their wiring. Many leave one team and excel elsewhere because the mismatch was never about capability—it was about placement.

The goal is never to “win” against a person.

The goal is clarity, growth, and honest alignment.

Sometimes that leads forward together.

Sometimes it leads forward separately.

Both can be clean outcomes when handled with integrity.

The leadership line that matters most

At the highest level, leadership is not about how much you tolerate.



It is about how clearly you define what excellence looks like—and how consistently you reinforce it. Because culture is not built in mission statements. It is built in what you allow.

And every leader eventually has to decide: Will I protect feelings in the short term? Or protect standards in the long term?

The best teams do not survive on comfort. They survive on clarity.



ABOUT OPS BOSS® COACHING
Ops Boss® Coaching was founded by Christy Belt Grossman, former COO of one of the nation's first \$1 Billion sales teams. Ops Boss® Coaching is celebrating their 10th Anniversary of being the premier provider of education, coaching, and community for real estate operations professionals (we call them Ops Bosses®!). Learn more at www.OpsBossCoaching.com.



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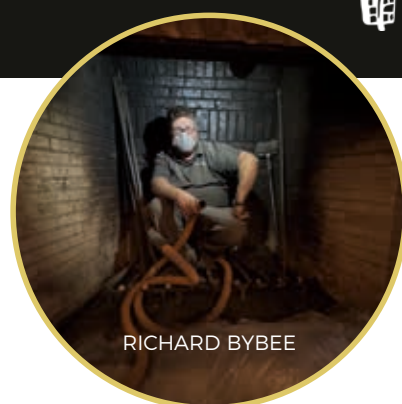
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4. Invite them to coffee or dinner and invite some other REALTORS® to join you! Relationships are the root of good business!
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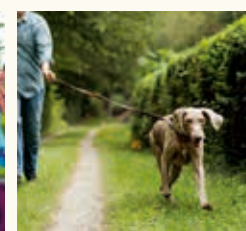
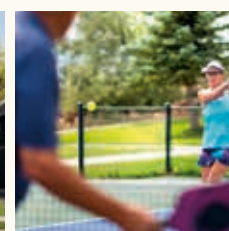
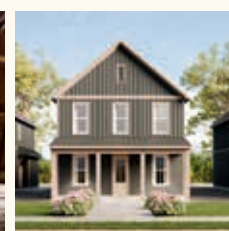
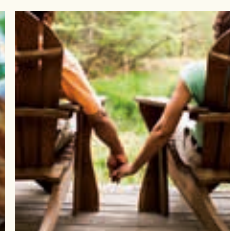
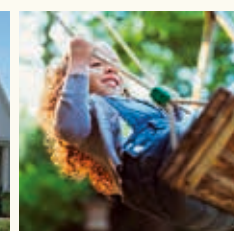


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