

RHODE ISLAND

OCTOBER 2026

REAL PRODUCERS[®]



Agent on the Move
WIL HERNANDEZ

Partner Spotlight
PETER HACKETT
of Pillar to Post

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Contents



18 Wil Hernandez



24 Peter Hackett of Pillar to Post

PROFILES



12 Tyler Bernadyn



14 Nelson Taylor

IN THIS ISSUE

- 6 Preferred Partners
- 8 Meet the Team
- 10 Publisher's Letter
- 12 Proven Perspectives
- 14 Connections
- 16 FAQ
- 18 Agent on the Move: Wil Hernandez
- 24 Partner Spotlight: Peter Hackett of Pillar to Post
- 28 Cover Feature: The Sheil Readyhough Team



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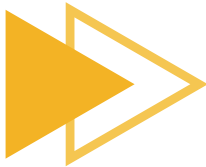
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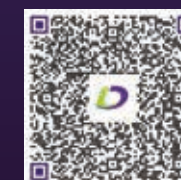


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Make the Commission a Bargain

In our time of unlimited information, elite agents must make their value impossible to question.

Each month I try to distill what I’ve learned from my many conversations with elite agents, trusted business owners and other informed individuals in our real estate community. Sometimes those same concepts resonate in our respective articles...this month, especially so.

In this month’s issue, you’ll see a recurring theme that today’s buyers and sellers have access to more real estate information than ever before. Listings appear instantly on their phones. They can research recent sales, estimate home values, track mortgage rates, explore neighborhoods, and ask artificial intelligence almost any question they can imagine.

Information is everywhere.

Which raises an important question for every real estate professional: **If clients can access so much information on their own, how do we demonstrate value that makes our commission feel like a bargain?**

For elite agents, wasting hours and effort to provide more information is a fool’s errand. You need to apply expertise and perspective to that information.

Interpretation, not information.

A client can pull up ten comparable sales. An experienced agent can explain which ones actually matter—and why. They can recognize the difference between an aspirational list price and a strategic one. They can take an overwhelming amount of data and turn it into something far more valuable: a clear recommendation tailored to that client’s specific circumstances.



But perhaps the greatest value an experienced agent brings is the ability to **see around corners**.

The best agents recognize potential problems before their clients even know they exist. They anticipate inspection concerns, appraisal challenges, financing complications, negotiation obstacles, and timing issues that could derail a transaction. Much of this work is invisible precisely because great agents address problems before they become crises.

And then there is the value of the **relationships** an agent brings with them.

Average agents have a collection of business cards. Elite, Real Producers maintain a carefully built ecosystem of trusted professionals who can solve specific problems, answer questions, and provide expertise when it matters most.

The right attorney. The right lender. The inspector who understands a particular type of property. The contractor who can evaluate an unexpected issue. The trusted professional who can step in at exactly the right moment.

For a client, **that introduction alone can be worth knowing their agent**.

This is where the commission conversation changes.

Clients shouldn’t have to wait until closing to understand the value their agent provided. Throughout the process, there should be moments when they think:

I’m glad they caught that.

I never would have known to ask that question.

That saved me an enormous amount of time.

I wouldn’t have known who to call.

I made a better decision because they were involved.

Those who believe the future of real estate is about convincing consumers that they need agents for access to information have sadly missed the mark.

The opportunity for Rhode Island’s best agents is to demonstrate, through their judgment, foresight, relationships, and ability to improve outcomes, that the right representation changes everything.

Don’t defend the commission. Create so much value that the commission feels like a bargain.

With gratitude,



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The Human Advantage

As technology transforms how we work, the relationships we build may become our greatest competitive advantage.

WRITTEN BY TYLER BERNADYN, BROKER/CO-OWNER, REMAX RESULTS RHODE ISLAND



Recently, I received an email from another real estate professional that was unmistakably written by artificial intelligence. There is nothing particularly unusual about that anymore. I use AI. Many of us do, and it will continue to become an increasingly important part of how we operate our businesses.

What struck me wasn't that AI had been used. It was that the human element had seemingly been removed altogether.

The email appeared to have been copied and pasted directly from an AI platform without much thought or editing. The questions weren't those I would expect from an experienced, intentional agent trying to understand a property or move a transaction forward. It felt less like one professional communicating with another and more like a prompt had been entered and the response forwarded along.

When I was asked to write a Proven Perspectives article, it got me thinking about something much bigger than one email.

Technology is fundamentally changing how we work. Information that once took hours to gather can now be synthesized in seconds. Marketing can be created faster. Data can be analyzed more efficiently. Emails, property descriptions, presentations and reports can be drafted almost instantaneously.

Those are incredible resources. But access to better tools does not automatically make us better professionals.

As technology makes information and communication easier, I believe our ability to build genuine relationships becomes more valuable than ever.

Real estate has always been a relationship business. We naturally think about that in terms of our clients, but our relationships with one another are equally important.

Rhode Island is a small market. While we compete for listings, buyers and market share, many of the professionals consistently doing business together have developed relationships built on mutual respect. We know who answers the phone. We know who calls back. We know who communicates when there is a problem. We know who does what they say they are going to do.

Those things matter.

Every transaction is an opportunity to build a professional relationship that may influence the next transaction, and the one after that.

I have always preferred to approach a deal with the mindset that there are two teams working toward a common goal. We represent different interests, and sometimes that requires difficult conversations or tough negotiations. Collaboration does not mean abandoning advocacy. It means recognizing that professionalism and cooperation often produce better outcomes than unnecessary confrontation.

Instead of building walls between sides of a transaction, we should be building bridges.

Your reputation among your peers is built in those moments. Were you timely? Were you prepared? Did you answer the phone? Did you communicate honestly? Did you treat the other professional with respect when something went wrong? Could you advocate aggressively for your client without diminishing someone else?

Each month, a leading voice from Rhode Island's top-producing real estate community offers a firsthand perspective on the issues, trends, and opportunities shaping our market.

In a crowded industry, it can be tempting to believe that elevating ourselves requires diminishing someone else. It doesn't.

You never need to stand on someone else's shoulders to make yourself look taller.

The best professionals understand that credibility compounds. How we conduct ourselves today determines how people respond when our name appears on an offer, showing request or incoming call tomorrow.

Artificial intelligence will undoubtedly change our industry, and I believe that is a good thing. Used intentionally, it can make us more informed, organized and efficient. It can allow us to spend less time behind a desk and more time in the field serving our clients.

But it should remain exactly that: a tool.

AI can help us write an email. It cannot build the relationship behind it. It can organize information. It cannot earn someone's trust. It can make us faster. It cannot make us thoughtful or empathetic.

Perhaps that is the opportunity in front of our profession. As technology becomes more capable, the qualities that make us human become more important, not less.

The goal of AI should never be to replace the relationship. It should remove the clerical burden around our work so we have more time to invest in the relationships that make the work matter.

That is where our value has always been, and I believe it is where it will remain.

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Your Collaboration Team

The Greatest Agents Add Value by Surrounding Themselves with People They Can Trust



Connections is a monthly column celebrating the relationships that strengthen Rhode Island's real estate community. Each month, Nelson Taylor shares authentic stories from agents and trusted business partners whose willingness to collaborate, share knowledge, and support one another creates opportunities that never would have happened alone.

WRITTEN BY
NELSON TAYLOR

Real Estate is a relationship business. We all know this. At its base level, we foster business relationships through being good humans, active citizens, savvy representatives, and effective communicators. Our reputations and personal brands hopefully help us build an ever-widening sphere of influence (SOI) within our respective markets.

Some of us invest in CRMs that allow us to easily and regularly communicate with our databases via things like action plans and drip campaigns. While this alone is more than most agents utilize, achieving Rhode Island Real Producer success requires digging deeper. Creating a cadre of loyal clients who not only seek your services again and again, but are also eager to refer you to family, friends, and colleagues, is not achieved by merely successfully navigating people through one of the biggest and most important financial transactions of their lives. This is the baseline, your job, what your clients expect at the very least.

Let's be honest, competition is fierce out there in the field. Agents are a dime a dozen, mailers and robo-call lead gen is rampant, and consumers have access to so much information these days, how

can we blame them for questioning our worth. To achieve next-level success, you have to constantly add value, proving that you're not only the best choice in your marketplace, but that you are worth every cent (and more) of your commission. Flashy social media posts touting your impressive sales volume and cutesy reels showcasing your infectious charm are skin deep. They can and will be outdone by the next savvy media darling with a bigger budget and prettier face.

Top-tier agents know that the most valuable thing they can offer is a team of well-curated collaborators at their beck and call. Even if you are a solo agent, real estate is still a team sport. You don't do your job alone, whether that includes a remote assistant, transaction coordinator, or marketing manager. And what about the professionals and tradesfolk you recommend? Most agents have their Big Four: their go-to lenders, lawyers, inspectors, and insurance agents. But that's generally the extent of most agents' recommendations. That's because they either don't spend the time to develop and nurture recommendation-worthy relationships, or worry that potential conflict could reflect poorly

on them (maybe even result in the loss of a client). Worse, many agents won't recommend a professional unless they have a reciprocating referral agreement—and that's a bad idea on just about every front I can imagine.

Here's where you can add extreme value. Do you have a favorite zoning consultant, engineer, contractor, electrician, painter, plumber, landscaper, cleaning person, lead inspector, underground oil tank removal company ...your list can and should go on and on. Not just a name and a number or a referral from another agent? Developing a trusted team of real estate collaborators is not so easy. But it's worth it.

Vetting needs to be an on-going, career-long process. You have to know your professionals. Meet for coffee. Know their businesses. Have conversations. And you must always find time to follow-up with clients to get their feedback on your recommendations. Developing such deep relationships with your collaborators means they'll show up when you and your clients need them most, which will more than anything secure life-long clients who are more than happy to do your marketing for you.

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FAQ



There's a lot that goes into building a community like Rhode Island Real Producers, and we know you may have questions along the way. This page addresses some of the questions we hear most often about the publication, events, our selection process, our Preferred Partners, and the platform we're building together. Ultimately, Rhode Island Real Producers is your community—and your voice matters. If you have a question, an idea, or something you think we should be doing differently, we want to hear it.

Q: WHO RECEIVES THIS PUBLICATION?

A: The printed magazine is directly delivered to the top 300 real estate agents in Rhode Island, ranked by sales volume. With over 8,000 agents in the state, being included in this elite group is a true distinction—a testament to your hard work, talent, and dedication to excellence. All our Preferred Partners also receive both physical and digital copies.

Q: WHAT IS THE GOAL OF THIS COMMUNITY PLATFORM?

A: At its core, our goal is simple: bring great people together, strengthen the relationships between them, and create an exceptional community where everyone has the opportunity to grow. Our driving belief is that *"iron sharpens iron, and a rising tide lifts all boats."* We see the proof that great things happen when high-performing professionals have opportunities to connect, share ideas, celebrate success, and learn from each other.

Q: DOES REAL PRODUCERS HOST EVENTS?

A: Absolutely. In addition to the publication, we host private quarterly invite-only events for our top agents and Preferred Partners. These exclusive gatherings provide opportunities to network and build trusted relationships. Event details are shared in the magazine, on social media, and through direct outreach—watch for your invitation!

Have any ideas on what we could be doing better? Please reach out!



Q: WHAT IS THE PROCESS FOR BEING FEATURED?

A: Being featured is simple and starts with a nomination. Real Estate Agents, affiliates, brokers, office leaders, and even self-nominations are welcome! If you know someone with an inspiring story, exceptional leadership, top-tier client service, or a remarkable commitment to giving back, we'd love to hear about them.

To nominate, send an email to John.Ludes@N2co.com and share why you believe they should be featured. Your insights help us uncover stories we may not know about. Once a nomination is submitted, we'll reach out for an interview to ensure the feature is a great fit. If selected, our team will take it from there, coordinating an article write-up and scheduling a professional photo shoot.

Q: WHAT DOES IT COST AN AGENT/TEAM TO BE FEATURED?

A: Absolutely nothing! Real Producers is not a "pay-to-play" model. Everything we do for agents is based on merit, so agents earn their place on the platform through top performance and professional reputation. We share great stories about Real Producers – no price tag attached.

Q: WHO ARE THE PREFERRED PARTNERS?

A: Trusted businesses listed as "Preferred Partners" in the front of the publication are a critical part of our "best in class" community. We only partner with businesses that top agents have recommended to us, so every single business you see in this publication has earned their "stamp of approval." Our team also vets every business to make sure they are a good fit and bring value to our powerhouse network. These Partners are the engine under the hood and support everything we do for agents. Without them, we wouldn't be able to feature our top agents or host our social events.



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GRIND PAYS OFF



▼

WIL HERNANDEZ'S disciplined approach to prospecting and relationship-building is turning consistency into serious momentum.

There are plenty of ways to describe Wil Hernandez's approach to real estate: driven, focused, relentless and consistent. But perhaps the simplest description is this: **Wil Hernandez is willing to do the work.** And increasingly, that work is showing up in the results.

Originally from the Dominican Republic, Wil moved to Rhode Island in 1999 and has spent the years since building a life—and now a rapidly growing real estate business—in the Ocean State. Today, affiliated with Century 21 Visionary Group, part of Century 21 Limitless, in East Providence, Wil is carrying serious momentum into 2026.

Licensed since 2011 and practicing real estate full-time since 2018, he has steadily built a career that includes more than \$58 million in sales volume. After producing \$14 million in volume last year, earning the 2025 Circle of Excellence Platinum Award and ranking among the top 10 sales agents in his brokerage, Wil has established himself as an agent whose trajectory is unmistakably heading up.

That momentum is exactly why he is being recognized as a *Rhode Island Real Producers Agent on the Move*.

What makes Wil's recent success particularly compelling is that he isn't leaving any of it to chance. His approach is deliberate. He has created a structure for his days, committed himself to the process and developed the discipline to keep executing—even when the work is repetitive, difficult or simply not glamorous.

"Keep showing up," Wil says when asked about the principle that has guided his career.

Simple advice, but Wil has built his business around putting those three words into action.

His days begin well before most people are thinking about work. Wil routinely starts his morning with a 5 a.m. trip to the gym, and the discipline he brings to physical fitness carries directly into his business. Before going to bed each night, he prepares the following day's to-do list so that when morning arrives, there is no wasted time deciding what needs to happen.

And near the top of that list is almost always the same priority: making contacts.

Since the end of 2024, Wil has made prospecting the centerpiece of his growth strategy. His goal is to connect with approximately 40 people every day across multiple contact lists while dedicating an average of 20 hours each week to cold calling and generating new opportunities.

It is a true grinder's approach—and Wil embraces it.

He has learned that success often comes down to prioritizing the activities that genuinely move the business forward. For Wil, that means maintaining relationships with past clients and his sphere of influence, consistently prospecting for new opportunities and refusing to let the day disappear without making meaningful contacts.

When asked what advice he would give his younger self, his answer reinforces that philosophy: "Do the mundane activities, focus on making contacts every day and follow up with everyone."



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It may not be flashy, but the results certainly are.

While Wil continues to prospect aggressively for new business, his growing Sphere of Influence has become an increasingly powerful engine behind his success. Today, approximately 70 percent of his transactions come through referrals, primarily from past clients who continue introducing him to their friends and family.

That kind of business is earned through trust and the experience clients have - well after the keys have changed hands.

Wil attributes much of that loyalty to showing up with honesty, strong communication and clarity. He also brings a broad perspective to his clients, drawing on his experiences as a homeowner, investor, flipper, landlord and Realtor. That firsthand knowledge helps him guide clients beyond the immediate transaction and better understand the opportunities in front of them.

Before transitioning fully into residential real estate and investment properties, Wil earned his Bachelor's

Degree in Business from Nichols College and worked as a Fund Accountant Manager handling multi-million-dollar investment portfolios. The experience sharpened his financial and analytical skills and gave him a strong foundation for evaluating opportunities.

His path also included time in banking, where Wil discovered how much he enjoyed helping people understand their finances. From budgeting and building credit to planning for homeownership, he found genuine satisfaction in helping people make informed decisions. That desire to educate clients remains central to his approach today.

Wil specializes in working with first-time homebuyers, sellers, landlords and investors, with particular experience in multi-family properties. Fluent in both English and Spanish, he is able to serve a broad range of clients throughout Rhode Island's diverse communities.

Behind Wil's drive is another powerful influence: his mother. He credits her work ethic and can-do attitude with helping shape the way he approaches life. Her example taught him to be relentless and to keep searching for a

“Do the mundane activities, focus on making contacts every day and **FOLLOW UP WITH EVERYONE.**”

solution when things don't go according to plan.

That mindset has served him well in an industry where setbacks are inevitable. When the market slows or challenges arise, Wil's response is straightforward: keep moving forward and stay focused on the goals ahead.

The same practical thinking shapes the way he runs his growing

CONTINUED ►

deliberately—one disciplined day, one conversation and one relationship at a time.

business. As his volume has increased, Wil has learned the importance of delegation, bringing in other agents, runners and a transaction coordinator when necessary to handle tasks and timelines. His calculation is simple: if paying someone to complete a task creates more time for prospecting—or

more time with his children—it is often money well spent.

That perspective is helping Wil pursue something many successful agents are ultimately working toward: meaningful growth without sacrificing the things that make success worthwhile.

For Wil, success is ultimately about quality of life. It means having the freedom to decide where to focus his attention, spend time with the people who matter and occasionally wake up and decide that tomorrow is the perfect day for a spontaneous getaway without worrying about what it will cost.

But Wil understands that freedom is built through the choices made every day: the 5 a.m. gym sessions, the preparation the night before, the 40 contacts, the follow-up calls and the willingness to keep going when others might decide they’ve done enough.

Wil Hernandez is building his success deliberately—one disciplined day, one conversation and one relationship at a time.

And with his business gaining momentum, his referral network growing and his disciplined approach continuing to pay dividends, this **Agent on the Move** is doing exactly what the recognition suggests.

He’s on the move—and just getting started. ▀








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The Next Chapter of SERVICE

Peter Hackett's journey from Coast Guard Officer to trusted home inspector is connected by one enduring purpose: helping others.

For 24 years, Peter Hackett served in the United States Coast Guard. His career took him from enlisted service member to officer, brought him aboard foreign and domestic ships, and gave him a front-row seat to the responsibility that comes with looking out for the safety of others. Today, the uniform is gone, but the instinct to serve remains very much the same.

PHOTOGRAPHY
BY MOLLY
ROBINSON
EDITED BY
STUART TITUS

That commitment is also part of Peter's family story. His oldest daughter attended the Coast Guard Academy and now serves as a Lieutenant herself. This past year, she gave Peter another title he is especially proud of: grandfather. His two sons have chosen entirely different paths. His middle son is pursuing a career in the culinary arts and works for a well-known chef in Boston, where Peter reports he has become "a heck of a baker." His youngest son is in his senior year of college, majoring in television and film, and recently became the head writer for his university's skit comedy show.

We spent some time in a local café talking with Peter, and the pride he has in his children comes through quickly. So does his sense of humor. Years ago, during a Coast Guard leadership course, an instructor ended every class with the same line: "Yesterday is history, tomorrow is a mystery, today is a gift. That's why they call it the present." Peter admits the class collectively groaned every time they heard it, yet somehow, it stuck.

Today, he sees the wisdom in focusing on what he can control and appreciating the opportunities in front of him. He now passes the same advice along to his children, who respond with the familiar eye rolls of children everywhere. Peter considers that an added gift.

That combination of service, family, perspective, and humor tells you a great deal about the person behind Pillar to Post Home Inspectors.

Peter purchased his Pillar to Post franchise in 2017, the same year he retired from the Coast Guard. The transition into home inspections made sense almost immediately. As a Coast Guard Marine Inspector, Peter spent years boarding foreign and domestic vessels, examining safety systems and overseeing repairs. It was work he genuinely loved. Every ship was different, every day presented new challenges, and staying sharp required a commitment to continuous learning.

Home inspection offered a familiar rhythm. Every property tells a different story, every inspection brings its own questions, and just as it was in the Coast Guard, Peter believes experience matters alongside the willingness to keep learning. For most buyers, a home purchase represents one of the biggest financial decisions of their lives, and Peter sees his role as helping them understand exactly what they are stepping into.

That perspective is particularly important in an industry where inspectors occasionally get labeled as "deal killers." Peter doesn't see his role that way. His job is to educate buyers and give them the information they need to make informed decisions. He has inspected homes requiring tremendous amounts of work for clients who remained completely comfortable moving forward. Often, he says, that confidence reflects the work their agent has already done to build trust and establish realistic expectations.

“
*Success is doing
what you enjoy and
helping others along
the way.*”

For Peter, that is where a strong professional partnership can make a real difference. The agent understands the client, while the inspector helps provide a clear picture of the property. When those pieces come together effectively, buyers are better prepared to evaluate what they are seeing and decide what comes next.

Pillar to Post gives Peter the flexibility to tailor that experience to different clients and situations. The company offers a range of inspection options and technology, from detailed digital reports and 360-degree images to infrared scanning, floor plans, maintenance information, and other expanded services. Peter appreciates having those tools available and, after years spent in inspection work, understands that their real value comes from knowing which information will be most helpful and when.

That flexibility becomes especially meaningful when Peter works with active-duty military personnel and veterans. During his Coast Guard career, Peter moved approximately every three years, giving him firsthand experience with the pressure military families face when new orders arrive and the window between receiving those orders and relocating is often short.

Peter has worked with veterans who were stationed overseas and preparing to move into a new home within 60 days. In some cases, the listing photos online were the only images they had ever seen of the property. For those clients, Peter's inspections can become something much more personal than a report. The 360-degree images give buyers the opportunity to virtually walk through each room, while same-day reports provide information quickly when time is limited. Peter has also joined conference calls with clients and their real estate agents while those buyers were across the country, answering questions and helping them better understand the home they



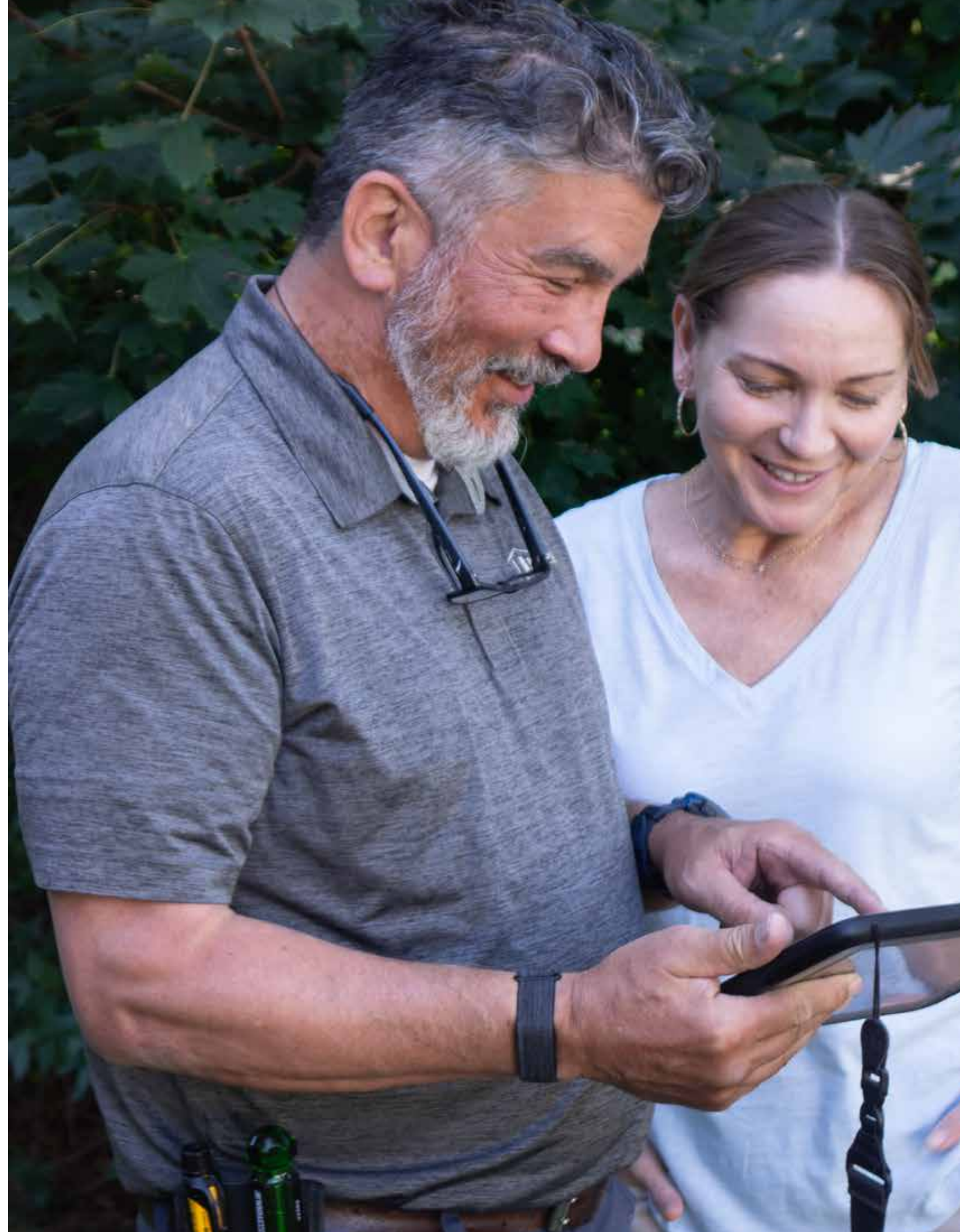
were preparing to purchase. He also offers discounts to active-duty military members and veterans.

“Success is doing what you enjoy and helping others along the way,” Peter says. It is a simple definition, but his career reflects it.

Peter also believes there are opportunities for real estate agents to use an inspector's expertise earlier in the transaction. He sees particular value in pre-listing inspections, which he believes remain underutilized. Giving sellers an opportunity to identify potential concerns before a home hits the market can change the entire dynamic. They have time to make repairs, gather estimates, or simply understand the likely costs before negotiations begin. When issues surface later, that preparation can give sellers more information and help create greater transparency between everyone involved.

For Peter, it comes back to preparation. After 24 years in the Coast Guard and nearly a decade leading Pillar to Post Home Inspectors, he has built a career around paying attention, asking questions, and helping people prepare for what lies ahead. His surroundings may have changed dramatically—from climbing aboard ships to walking through homes across Rhode Island—but the purpose behind the work remains familiar.

Peter Hackett has spent his career helping people when the stakes are high. Today, he continues to do exactly that—one home, one family, and one relationship at a time. ▀



BUILDING ON A LEGACY

PHOTOGRAPHY BY JAMIE HARRINGTON
EDITED BY STUART TITUS

Johnny Sheil & Allie Readyhough are taking the lessons they inherited and building something distinctly their own.

Johnny Sheil was about 12 years old when he decided what he wanted to do with his life. He was on his way to a hockey tournament in New Hampshire with his father, John Sheil, who was already a real estate agent, as Johnny watched him work a deal over his Nextel phone. He was negotiating, problem-solving and doing what Realtors do, but to a 12-year-old sitting beside him, the whole process was fascinating. “I remember thinking, ‘This is what I want to do,’” Johnny recalls.

There was never really a Plan B. Real estate was the business Johnny grew up around, but more importantly, it was the business his father loved. John became the person Johnny wanted to emulate in virtually every way. “If he was a school bus driver, I would have been a school bus driver,” Johnny says. So it wasn’t really about his father’s profession, it was the way he approached life—with an extraordinary work ethic, unwavering loyalty and a commitment to taking care of his family. Johnny watched it firsthand, and those lessons still shape the way he approaches his own career.

That makes the story of the Sheil Readyhough Team particularly fitting because Johnny isn’t the only one carrying a family legacy into the next generation. His partner, Allie Readyhough, brings her own connection to the business, while adding a distinctly different set of strengths. Her background in corporate finance and accounting at PwC and Bain Capital has given her a sharp business perspective, strategic vision and negotiation expertise. Johnny brings deep local ties and a highly relationship-driven approach. Together, they have built a partnership that blends the personal side of real estate with the discipline and sophistication required to operate at the highest level.

Founder, Jay Readyhough brings decades of experience to the table, while Monica Boss, Charlotte Fiola and Erin Marsh add their considerable strengths to round out the team. Together, the results are impressive. The Sheil Readyhough Team has surpassed \$800 million in career sales volume and generated \$76 million last year alone. They have been recognized among the top



1.5% of Realtors nationwide by RealTrends from 2023 through 2026 and established themselves as one of the top-producing teams in South County and within their firm. But Johnny makes it clear that the numbers are really the byproduct of something else.

People have always been at the center of it.

Johnny says one of the team's most effective strategies is also one of its simplest: get out in the community and meet people. The team has deep local ties throughout Rhode Island, and they deliberately embrace those connections. "Real estate is a people business," Johnny says, "and there's nothing that replaces genuine relationships and face-to-face connections."

That philosophy extends well beyond lead generation. The Sheil Readyhough Team approaches every client relationship with

the idea that it should become a forever relationship. Every transaction matters, but so does every person involved in it. Johnny recognizes that buying or selling a home can be intensely emotional, and the team's job is to remain present, communicate clearly and make sure clients know they are supported from start to finish. Honesty, integrity and loyalty are more than the center of their branding language; they are the standards the team wants people to experience.

The same thinking guides how they build the team itself. They aren't interested in becoming the biggest team simply for the sake of size. They want the best people—agents who are talented, collaborative, respectful and genuinely care about others. "We have a great group of agents on our team," Johnny says, "but they are far better people above all else." While production is often the most common measure of

success, an emphasis on character says a great deal about the culture they are building. The sales, as Johnny sees it, will follow.

For a team operating at this level, real estate is undeniably competitive, but Johnny doesn't believe that means great agents should work in isolation. He sees tremendous value in collaboration and perspective, both within the team and across the Rhode Island real estate community. Every transaction creates another opportunity to learn from someone, build a connection or develop a relationship that extends far beyond the closing table. "We get to meet amazing people from all over the world every single day," he says. "Don't ever take that for granted."

That mindset is reflected in the way they operate. The team likes to "play offense," staying in constant communication with clients and making sure

“ I BELIEVE SUCCESS IS MEASURED BY HOW THE PEOPLE AROUND YOU ARE DOING.”

they understand both what is happening in the market and what the team believes the next move should be. Pricing decisions are approached with the same discipline, combining detailed local data with the collective perspective of the team to put sellers in the strongest possible position.

And when the market slows, they keep moving. "There is always something to do in this business," Johnny says. Setbacks are opportunities to learn, adjust and get better. It is the same mentality behind another principle that has guided him throughout his career: "You cannot outrun the work." Hard work, consistency and taking care of clients will always matter.



Perhaps the most revealing thing about Johnny, though, is how he defines success. For someone with the production and recognition the team has achieved, he could easily point to the rankings or the awards. Instead, he looks at the people around him. "I believe success is measured by how the people around you are doing," he says. Did you take the people with you who were always good to you? Did you help your community when nobody was watching? Did you call someone simply because you thought they might need to hear from you?

"Money doesn't define success in my opinion," he says. "Leaving a lasting legacy by being there for others does."

That idea brings Johnny and Allie's story full circle. They are the next generation of their respective family legacies, but they aren't simply trying to repeat what came before them. They are building on it—taking lessons of hard work, loyalty, integrity and service and translating them into a highly successful team with a distinctly Rhode Island identity.

And when Johnny imagines the perfect day away from real estate, the picture is telling: family and friends gathered at one of Rhode Island's beaches, good food, plenty of laughs and a beautiful sunset to finish the day.

For the Sheil Readyhough Team, the business may be measured in millions, rankings and results. But the legacy they are building is measured in something far more enduring: the people they serve, the relationships they create and the community they help make stronger. ▀



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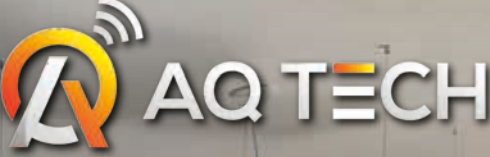
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