

## Ian Monk

**Head of Conventional Production, Lument**

During his nearly two decades at Lument and its predecessor companies, Ian Monk, Head of Conventional Production, Lument, has worked his way through the ranks from early days as an analyst to his current multifaceted management role.

We spoke to Ian this month on what it's like being an external-facing member of the firm, the value of cultivating relationships, taking pride in colleagues' successes, and the benefits of stepping out of your comfort zone.



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### **What are your main responsibilities in your role at Lument?**

I run our conventional production efforts and am responsible for managing Lument's Fannie Mae and Freddie Mac relationships. Previously, I oversaw our internal bullpen—which offers analytical support for our production teams—and I'm one of the business leads for any new tech initiatives.

Senior Managing Director, Conventional Production, and Bill Hyman, Senior Managing Director, Production Support Operations and Technology, among many others.

Also, there's not a day that goes by without a problem to solve. You're always finding ways to help people arrive at solutions and pull deals together. It's not instant gratification by any means, but it's really gratifying to see your impact when those deals close successfully.

### **What aspects of your position at Lument do you find most rewarding?**

I really enjoy interacting with coworkers not only internally, but also our Fannie Mae and Freddie Mac counterparts—I like being an external-facing member of the firm. Having the opportunity to do both is a fun part of the job. I've also been able to mentor some junior colleagues, just as there were senior people who mentored me over the years, and whose guidance I'm incredibly grateful for, like Steve Cox,

### **What stands out about the work environment at the firm and how leadership impacts the culture?**

Our corporate culture has grown much more collaborative over the years—there's definitely more of a camaraderie now than when I first started. Thanks to our Lument CEO Jim Flynn and President of Mortgage Banking Tyler Griffin's leadership, as well as that of other members of the management committee, there's been a concerted and ongoing

effort to foster a collegial environment. I believe that's a huge component of why so many people stay at Lument, or even return after leaving.

### **What accomplishments at Lument are you most proud of so far?**

Being able to remain here for 19 years is one. Solidifying our relationships with Fannie Mae and Freddie Mac has been a huge win for us as a company—building and maintaining that bridge has been a large part of my role over the last two years. We've had some big wins with the agencies lately, and I'm proud to have been part of those. My role as a resource for colleagues has also been meaningful.

Whether it's a small victory in helping someone to engage a deal, or assisting a coworker to close one, I don't take any of those successes for granted.

### **You believe that Lument encourages new ideas and encourages entrepreneurial thinking. Tell us what you see from your position at the firm.**

I don't think people are siloed here whatsoever. Lument in its various iterations has changed and grown exponentially in my time here. There are so many different areas of the firm that people can now become involved with—whether it's new tech initiatives we're developing or organizations we work with. If I can help expose colleagues, especially my direct reports, to a wider audience, that's a win. I built out our bullpen—it's something near and dear to me, and I'm very protective of the people on that team. When I see them succeed, that makes me prouder than my own successes.

### **Is there a particular lesson or takeaway that you would share with your colleagues who are just starting their careers?**

If there's one thing I wish someone had told me when I was coming up through the ranks, it's the value of being patient. There's so much to be said for taking your time to learn—and also for going out of your way to establish relationships. You can't wait for people to come to you—you have to be willing to go out of your



Ian, his wife, and daughter enjoy a visit to Park City, Utah.

comfort zone. There are many things I've had to do in my career that I'd never had any prior experience in—technology, for example. I'm not a tech person, but I've helped lead some of the initiatives that we've rolled out over the years. There are real benefits to taking on new responsibilities.

### **What's something a lot of people might not know about you?**

I went to the University of Kentucky, and I'm a die-hard Kentucky Wildcats fan. I've even dragged my wife and my daughter, who's in sixth grade, over to London to see them play. You could say I have an emotional attachment to the team, which my wife thinks is somewhat unreasonable.

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