



THOMAS J. WALTER

THE SERIAL ENTREPRENEUR

Tom Walter is a “serial entrepreneur,” author, speaker and a principal in numerous companies. He is best known as the Chief Culture Officer (CCO) of Chicago-area Tasty Catering, a suburban corporate caterer and event planner that was recently named a Forbes Best Small Company in America.

Tom has more than 40 years of experience as an owner and operator in the service industry. He has participated in the startup of 32 companies, is currently active in 9 of those startups, has acquired three and—in a few cases—has terminated businesses in a broad spectrum of markets.

Tom remains a principal, investor and advisor for several companies, most of which are part of 80 Nine Holdings and have been co-founded by his staff. These companies include:

- Tasty Catering — a leading Chicago-area full-service catering company
- T.F. Processors—wholesale contract manufacturer of baked goods
- That’s Caring—socially-responsible, high-end gift company that gives back to weekend food bag programs
- nuphoriq—marketing agency specializing in catering and event planning companies
- iMotorsports—internet based motorcycle dealership with nationwide reach
- Touhy Capital—funding firm for 80 Nine Holdings companies and employee assistance fund
- Wahalla LLC, 1495 Tonne Venture, N44th, McCabe Venture—real estate entities

Additionally, Tom is a member of many societies and educational groups, including:

- Chicago Entrepreneurship Hall of Fame
- Academy of Management
- Midwest Academy of Management
- Small Giants Community
- University of Illinois – Chicago’s Institute of Entrepreneurial Studies
- Notre Dame College Prep Hall of Honor
- DePaul University’s Coleman Entrepreneurship Center

Tom and Tasty Catering have been the subject of the following dissertations:

- Searching for the Links Between Culture and Performance: The Role of Values Work as Emergent Values Practices in One Company’s Journey from Imagined to Transformational Change, Anna M. Amato, Ph.D.
- Constructing Positive Organizational Identity with Virtuous Positive Practices, Basil Kuo Chih Chen, Ph.D.
- How do Leaders Influence Virtuous Organizational Cultures? David B. Smith, Ph.D.
- An Ethnographic Study of Character Based Culture in a Small Business Setting, Ramon L. Benedetto, DM
- Resolution of Paradoxical Tensions: Linking Founder/CEO Values to the Viability of Their Company, Barbara A. Fahey, Ph.D.
- Me to We: How Collaborative Leadership Culture Developed in an Organization, Julie S. Huffaker Ph.D.

Tom is a national speaker and co-author of:

- Award-winning book IT’S MY COMPANY TOO: How Entangled Companies Move Beyond Employee Engagement for Remarkable Results.
- Emerald Literati Network Award-winning journal article, (2015) “Creating and Sustaining a Highly Engaged Company Culture in a Multigenerational Workplace” Strategic HR Review, Vol. 14, Iss: 4, pp. 124–130 John Blattner Ph.D., Thomas J. Walter, Emerald Publishing
- “Employee Engagement and Positive Psychological Capital,” original research article, Organizational Dynamics, Volume 44 Issue 3, July – September 2015, Pages 185–195, Kenneth R. Thompson, Grace Lemmon, Thomas J. Walter, Elsevier Publishing

TOM'S SPEAKING APPEARANCES

Academic Institutions

Academy of Management
American University
Argosy University
Bellevue University
Bradley University
Chicago City Colleges
College of DuPage
Columbia College
DePaul University
Elgin Community College
Fielding Graduate University
Florida State University
Harper College
Junto Institute
Kendall College
Kent State University
Loyola University
Midwest Academy of Management
NIFTEM, Delhi, India
North Dakota State University
Northern Illinois University
Northwestern University
Quincy University
Roosevelt University
Siena Heights University
Truman College
University of Chicago
University of Colorado - Colorado Springs
University of Kosovo
University of Illinois
University of Iowa
University of Maryland
University of Nebraska – Omaha
University of Nebraska – Lincoln
University of Oklahoma -Tulsa
University of St. Francis
University of Wisconsin – Stout
University of Wisconsin – Milwaukee
University of Wisconsin – White Water

Major Associations/Conferences

Advanced Learning Institute
Ag Processing Inc.
American Angus Association
American Business Club
American Manufacturing Excellence
American Psychological Association
Collegiate Entrepreneurs Organization
Collegiate Entrepreneurs Organization National Conference
Culture Conference
Fabricators and Manufacturers Association Leadership Summit
Gathering of the Games, Great Game of Business
GrowCo
Healthcare Financial Management Association
Human Resources Managers Association of Chicago
Illinois Psychological Association
Inc. Magazine
International Association of Business Communicators
International Internal Branding Conference
International Special Event Society
Management Association
Manufacturer and Business Association
National Association of Catering Executives
National Center of Employee Ownership
Northern Illinois Employee Assistance Professionals Associations (NIEAPA)
Public Relations Society of America
Senior Executive Roundtable Center for Value Driven Leadership
SHRM Chicago
Small Giants Community
Strategic Internal Communications
TedX Normal
The Association for Corporate Growth
The Special Events Conference
Vistage All City
Women of Today's Manufacturing

Boards

DePaul University Marketing Advisory Council
DePaul University School of Hospitality Leadership Advisory Board
Quincy University School of Business
University of Illinois-Chicago Institute of Entrepreneurship

Local Associations and Groups

ASA Chicago
CEO IntroNet TV
Chicago Bakers Club
Companies That Care
CPA Firm Management Association
Crain's Chicago Business
DePaul Family Business Council
Employee Engagement Emporium
Evolve Business Group
Greater O'Hare Regional Business Association
IAAP Golden Corridor
Naperville Women in Business
Personal Best Seminars
Renaissance Executive Forum
The Future of the Hospitality Industry
The President's Forum
True Mentors
West Suburban Human Resources Group
Workforce Chicago

Organizations/Companies

ACE Metal Craft
Brickman Landscaping
Cristaux
Data Connect's MUG Conference
Daily Herald Newspaper's Entrepreneurial Excellence Awards
DuPage Children's Museum Staff
Engler Foundation
Flavor Chem
Gordon Food Service
Kaiser Permanente Diversity and Inclusion Conference
Midwest Trading
Olympus Corporation of the Americas
True Value Company
Walgreens Merchandising and Omni-Channel Teams
Wall Tech

Tasty Catering, a successful suburban Chicago-based catering and event planning company, has been in business for over 25 years.

The company is highly committed to operating under a set of company-wide core values and is equally dedicated to excellence in both the culinary arts and customer service. Tasty Catering's client base contracts this award-winning caterer for a variety of event needs, including catering for corporate drop-off, outdoor picnics and events, wedding receptions, special events, holiday parties and social catering.

Tasty Catering has developed specialized teams throughout the company, each dedicated to cultivating relationships with particular audiences to best understand the growing wants and needs of every client. The results are reliable and speak for themselves, with over 10,000 successful event experiences per year.

A privately-held company founded in 1989, and owned and operated by the Walter brothers.



SERVICES

Corporate Drop-Off, Outdoor Events, Special Events, Residential Events, Weddings and Receptions, Eco-Friendly Gifts and Food Manufacturing/Processing.

VERTICAL EXPERTISE

Construction, Education, Engineering, Event Planning, Healthcare, Manufacturing, Professional Firms, Property Management and Weddings.

CUSTOMERS

Advocate Health Care, Aloft Hotel, ASA, B1G Ten, CDW, Colgate, Fresenius, Microsoft, Mitsubishi, Serta, Springhill Suites, University of Chicago, UOP and US Cellular, among others.

EMPLOYEES

Experienced and highly professional staff of 150.

AFFILIATIONS

American Culinary Federation, International Catering Association, National Association of Catering Executives, International Special Events Society, Meeting Professionals International, Tooling & Manufacturing Association, International Facility, Management Association, Association of Subcontractors & Affiliates-Chicago, Small Giants Community, Elk Grove Chamber of Commerce, GOA Business Association, Chicagoland Chamber of Commerce and Schaumburg Business Association.

AWARDS

- *Forbes* America's Best Small Companies
- *Inc. Magazine* Best Small Workplace
- APA National Award for Psychologically Healthiest Workplace
- *Wall Street Journal's* Best Small Workplace
- WorkforceChicago Award for Lifelong Learning
- *Crain's Chicago Business* Best Places to Work
- *Business Ledger's* Best Place to Work in Illinois
- *Catering Magazine's* Caterer of the Year
- 101 Best and Brightest Workplace National Award
- Better Business Bureau's Torch Award for Marketplace Ethics
- Achievement in Catering Excellence by *Catersource Magazine*
- Governor's Award for Sustainability

LOCATION

23,000 square-foot building at
1900 Touhy Avenue, Elk Grove Village, IL 60007

PHONE

(847) 593-2000

WEBSITE

www.tastycatering.com

THE ROAD FROM GOOD TO GREAT

CORE VALUES

- #1 always moral, ethical & legal
- #2 treat all with respect
- #3 quality in everything we do
- #4 high service standards
- #5 competitiveness: strong determination to be the best
- #6 an enduring culture of individual discipline
- #7 freedom & responsibility within the culture of individual discipline

CORE PURPOSE

to experience the thrill of success through teamwork, innovation and community involvement.

BHAG

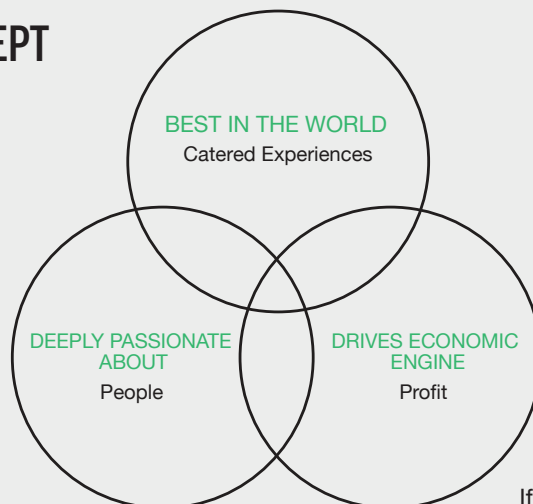
to build a great, enduring company with the most recognized and respected brands in our industry.

VIVID DESCRIPTION

we will enrich our employees and create loyal customers through strategic planning and profitable growth.



THE HEDGEHOG CONCEPT



If it doesn't fit in the three circles, we won't do it.