



Tom Horne

Executive Coach

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Thomas A. Horne is an Executive Coach and mentor to CEO's, Business Partners, Vice Presidents, General Managers, and other leaders in privately owned, middle market, businesses. He coaches and advises leaders who aspire to make a significant impact on the results and direction of their companies, with those they lead, and those with whom they come in contact in business and life.

He focuses on these five key areas of concern to these business Leaders: 1.) Growth, viability, and the bottom line; 2.) Creating an environment of trust and fun among team members; 3.) Making significant organizational impact; 4.) Legacy issues; 5.) Assuring integrity in Leadership.

Tom has more than 30 years experience leading business teams, developing new businesses, and creating international sales in hard-to-enter markets. He served as the president, CEO and Chairman of Guernsey Bel, his family's business and a world renowned ice cream ingredients manufacturer in Chicago. He has worked with the top and mid-level leadership teams of most of the world's largest ice cream producers in new product and market development endeavors. He built Guernsey Bel's revenues up from \$700,000 to over \$30 MILLION prior to selling the company in 1999. He then managed various consulting assignments in privately owned businesses and, as a partner, developed a new soy foods ingredient and soymilk business named Signature Ingredients.

In 2001, Tom became a graduate Business Coach and now works as a valued business advisor, coach, and change agent with CEOs and executives of privately owned and family-owned businesses. He is a visionary leader, has a keen sensitivity of interpersonal relationships and motivations in private businesses, and understands firsthand the fears of personal growth and change. He lives through and according to his values in the practice of CEO and Executive Coaching.

Tom is an accountant, has been active in the Young President's Organization, the World President's Organization, is a member of various Chambers of Commerce in the

Chicago area, is a member and former Board member of the Chicago Coaching Federation, participates as a Board Member of Park Castle Condo Association, is a longtime member of St. Mary's Church Choir (bass), and is the Chair of the Faith Awareness Ministry at St. Mary's Church of Evanston, IL.

Professional Affiliation:

Founding Member, Business Performance Council of Chicago