



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

Coaching Achievements:

Coach to a VP leading 350 person organisation at largest US publicly held personal lines insurance company in executive presence; collaboration, influence and engagement skills; strategic and positive problem solving; and stakeholder management. As measured by the organization's Leadership Competencies model, the client made improvements in Engaging and Inspiring; Promoting Collaboration and Driving Innovation and Improvement.

Coach to the Human Resources Director at global human capital and management consulting services in executive presence; inspiring and engaging others; strategic vision and focus; and stakeholder management. Corporation was bought by another global provider midway through the coaching. Able to use Critical Incident coaching to assist client in securing promotion to corporate position with global responsibility in new merged entity.

Coach to the Vice President Investment Manager Liaison Group, Banking, in communication (persuasion, negotiation, listening and presentation), collaboration and team building skills. The client made significant shifts that led to faster buy in, fewer escalations, less rework and greater employee engagement.

Coach to the Directing Officer, Credit Card Services Company, in communication, listening and collaboration skills, resulting in promotion to VP level and new assignment to develop Internet channel for the business.

Coach to the Director Management Reporting and Analysis, Global Finance Corporation. Client was from England doing a U.S. rotation assignment. Coached on Communication, Delegation and Team Building skills resulting in a more open, flexible and engaging style that led to higher productivity.

Coach to the VP Resource Planning and Management, International Diversified Services Company in various aspects of decision making, delegation, strategy development and work/life balance while stepping into a more significant leadership role in the company during a period of off shore sourcing and downsizing.