



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

## Major Associations/Conferences

Acme Finishing  
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  
Crain's Chicago Business  
CRC Consulting, Lithuania  
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  
Kimberly-Clark  
Management Association  
Manufacturer and Business Association  
Mark Miller Auto Group  
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  
Tandem HR  
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

American Manufacturing Excellence  
ASA Chicago  
Business Executive Association  
CEO IntroNet TV  
Chicago Bakers Club  
Companies That Care  
Daniels Foundation for Ethics  
CPA Firm Management Association  
Crain's Chicago Business  
DePaul Family Business Council  
Employee Engagement Emporium  
Evolve Business Group  
Federation of Women's Contractors  
Greater O'Hare Regional Business Association  
IAAP Golden Corridor  
Naperville Women in Business  
Organizational Development Conference  
Personal Best Seminars  
Renaissance Executive Forum  
Small Business Advocacy Council  
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](http://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.

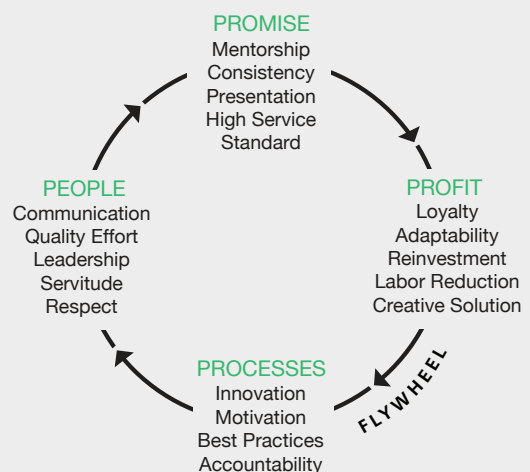


## THE HEDGEHOG CONCEPT



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

## THE FLYWHEEL



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