



Tom Garrity leads Compass Point in providing hands-on business consulting and leadership coaching to family business owners and their leadership teams through practical, actionable tools that drive growth, next-gen development, and an operating system that identifies – then closes – the performance gaps within the company.

#### COMPASS POINT SERVICES

- ValuePoints Family Business Operating System
- Executive Leadership Coaching
- Governance Development
- Keynote Speaking

#### INDUSTRY EXPERIENCE

- Manufacturing
- Food Processing
- Construction
- Commercial Contractors
- Professional Services
- Healthcare
- Technology
- Logistics
- Education

## TOM GARRITY

Managing Partner | Senior Business Advisor



### About Tom

As a growth and transition specialist serving family businesses, Tom helps owners and their leadership teams uncover solutions to the complex and often emotionally-charged challenges inherent in a family business that can undermine a healthy culture.

Tom began his career in customer service with Larson Manufacturing, a family-run building materials company. He was promoted to East Coast Logistics Manager, and then later served as a Territory Sales Manager. During his 11-year tenure, the company grew from \$20,000,000 to well north of \$200,000,000. He moved on to become the president and CEO of two other family-owned manufacturing companies.

Tom's extensive business development experience, broad leadership positions and practical financial analysis background became the foundation for Compass Point, launched in 2003. His clients know him for asking the right questions, listening, and getting their teams on the same page to build companies of value and transferability.

When he is not in the trenches with his clients, Tom enjoys golf, tennis, hanging out with his family, and a fall afternoon watching college football.

### Certifications

- Gravitas Impact Coach
- Certified Value Builder Advisor – The Value Builder System
- Former Gazelles Certified Coach – Mastering the Rockefeller Habits/Scaling Up

### Board Participation

- **Board Member** Hovortech International, Inc
- **Past Chair, Director** Lehigh Valley Economic Development Corporation – nonprofit organization whose mission is to attract, retain, and help start businesses in the Lehigh Valley
- **Past Chair, Director** Forum For Ethics in the Workplace – nonprofit organization whose mission is to raise awareness of business ethics and their value to the business and the communities they serve

### Education

B.S., Commercial Economics – South Dakota State University

### About Compass Point

Compass Point Consulting works with family businesses with revenues between \$5M and \$100M who are frustrated with a lack of growth and direction, concerned about the next generation of leadership, trying to figure out how they will get their illiquid net worth out that is locked up in the company, and want harmony in the family.

### Tom's Contact Information

1525 Valley Center Parkway, Suite 300, Bethlehem, PA 18017

**Direct:** 610.336.0514 | **Cell:** 610.533.4652

**Email:** tgarrity@compasspt.com | **LinkedIn:** tomgarrity1 | **Blog:** Family Biz Matters

