



TIM HAAKE

GROWTH CATALYST

KANSAS CITY

A visionary and servant leader with B2B sales experience, I have held ownership/CEO positions in five organizations (including multigenerational family businesses!) across the manufacturing, e-commerce, real estate, and multi-unit retail industries.

Some define success as the summit of a mountain of failures, but that definition is neither complete nor entirely true.

The missing piece is: people. When reality becomes clouded by your own perception of how things “ought to be,” you need trusted advisors and mentors to help you see.

I am where I am today because others have entrusted me with opportunities, have allowed me to fail or succeed, and have provided objective council when I needed it most.

While the first business that I solely owned did not end the way that I had hoped, the experience taught me countless valuable lessons that would serve me in the years to come. There is little that can compare to learning to ask the right questions in a due-diligence process, managing cash flow and inventory for the first time, processing payroll alone at 1:00 am on a Wednesday night, and being thrust into leading a team of people with wildly diverse backgrounds.





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Putting the right people in the right seats is critical to success. At Grateful Hardware, a regional multi-unit convenience retail hardware company, my first key to becoming “unstuck” in this process was to perform an in-depth self-assessment. I learned deeply about who I was and who I was not, which allowed me to hire for the latter. I developed a plan of action, and adhering to a defined process helped to move the flywheel in the right direction. Placing qualified and dedicated people in positions to succeed, entrusting them with responsibility, and serving them well were all key to successfully transitioning the business to new ownership.

I have learned a tremendous amount through my experience transacting businesses along this journey. My insatiable curiosity about people and how to solve problems has aided me greatly in building effective teams, tackling seemingly insurmountable challenges, and **focusing organizations around a central mission.**

I am most passionate about my Catholic faith and my family. I enjoy playing musical instruments, homeschooling my children, and spending time outdoors.



I LOVE TO LEARN ABOUT PEOPLE – HOW THEY ARE HARD-WIRED, HOW THEY THINK – AND TO LEVERAGE THAT LEARNING IN ORDER TO HELP THEM BECOME THE BEST VERSION OF THEMSELVES.

