

*Note: C12 is about community, which is why we meet in our forums. However, there is a broader community of C12 members throughout North Texas. Look for a series of introductions that you can use to get to know others that share the bonds of C12. – Tom Hawes, Joe Galindo, Mike Gullatt, Tom O'Dwyer, Kevin Pate, Michelle Moore, Andrea Rodarte*

	<p>C12 NORTH TEXAS COMMUNITY MEET THE CHAIR <b>TOM HAWES</b></p>	<p><b>Allen Collin Richardson</b></p>	
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## Meet Tom Hawes

Tom and his wife, Gerri, celebrated 31 years of marriage in 2022. They live in Allen and have a daughter, Catherine (married to Benjamin), and a son, Samuel (soon to be married to Natalie). Their church home is First Baptist Church in Allen. Tom moved to Dallas in 1980 when he started work at Texas Instruments (TI). After he left TI in 2008, he began JTHawes Consulting. Tom has been a C12 chair since 2011, and he currently facilitates three C12 CEO Business Forums and one Key Player Business Forum in the North Dallas area.



## What was your professional background before C12?

I graduated in 1980 with a degree in computer science from the Florida Institute of Technology. Texas Instruments hired me out of school, and little did I know that I would spend the next twenty-eight years there. It was a varied career where I worked in the defense business, manufacturing automation, embedded software development, telecom, notebook computers, educational technology, and semiconductors. My job responsibilities included software development, team leadership, several management

roles, system engineering, systems architecture, strategic marketing, and competitive intelligence. In 1985, I got my MBA and began to refine my ambitions. It became clear that I loved business more than technology. Most importantly, I realized that I loved the challenges of leadership.

### **How did you come to C12?**

After I left TI in 2008, I started a consulting business. (If you remember 2008-2009, you will know that it was not the best time to start a consulting company.) Like most startup business owners, I was responsible for every aspect of the business. I did the marketing, sales, service delivery, and back-office functions. Those responsibilities clarified just how difficult it is to start a successful business. There was not much money in it. In fact, my then 10-year-old son made more than I did one year with his lawn mowing business. I began to pray more fervently for God's direction. I remember praying to God with a complete spirit of submission (finally) to ask Him precisely what He wanted me to do. I call that the "Walmart" prayer (God, if you want me to be a greeter at Walmart, tell me which store.) That's when I came across C12. I picked up the phone and called the C12 headquarters and asked them about opportunities in DFW. They directed me to Joe Galindo, who owned the franchise. When I called Joe, he was gracious to see some potential in me. I officially started in March of 2011.

### **What kinds of things prepared you for being a C12 Chair?**

I have been curious all of my life. I wondered how things are built and why people do the things they do. And as I got older, I wrestled with what caused people to change. I realized that changing people is the ultimate challenge.

Leaders fascinated me, too. My bookshelf has many biographies of great leaders. How did they succeed when others failed? What distinguished them? What caused them to persevere through their failures? I applied this curiosity in my work, where I often consulted informally with leaders that got "stuck." I enjoyed working through their issues to "jiggle" them so that they could move forward. It was fun for me.

I suppose growing up in an Air Force family also helped me. We moved around the world, experienced multiple cultures, and adapted to thrive wherever we were. My corporate life was similar since I was in various businesses (B2B, B2C, B2Gov). I loved synthesizing and expressing "truth" in noisy environments.

One evident truth was that God has a purpose for me. After a stage 4 cancer diagnosis in 2001, I understood that my earthly time was limited. Surprisingly, I am still here after ten surgeries! I decided to invest in eternity with whatever time God gave me. God planted me in C12 to spread the sense of urgency among business leaders to live out the "greater purpose."

### **What do you most enjoy about your role as a C12 Chair?**

I enjoy seeing transformations. That is the profound voluntary change in the life of a member. Then, I love to hear stories of change's impact on other people. It still amazes me that people who have lived decades doing things a certain way will change. It is even better when it is the unselfish change that's purpose is to glorify God.

### **What are examples of members' spiritual growth you have witnessed?**

I have seen incredible examples of forgiveness of business "enemies." I have witnessed multiple marriages being healed. There have been numerous cases where members have embraced the call to business as a ministry and reworked their company cultures. Many members have developed spiritual disciplines of quiet times, Bible reading, and prayer to a much greater level. It is a privilege to get to witness this growth.

### **How have you seen C12 affect the businesses of members?**

That's the beauty of C12. Every month there is an idea that can move the needle in someone's business. The Focus60 meetings add more. I get to sit with an owner and go into detail about business issues. Conflicts get resolved, solutions are clarified, barriers are removed, and inspiration is restored. That improves the organization's productivity, creates more alignment, and produces greater profits. I have seen all of that and more.

### **What would you like your legacy to be in C12?**

I hope that the people who know me best would like me the most, that given a choice again, people would choose to spend their time with me, and that God would judge that I have fulfilled His calling in my life. And I would like to pass the baton on to the next generation of chairs to exceed everything that has been done before.