



**TOM ROHRS**

### **LEADING IN THE TECHNOLOGY WORLD**

Tom Rohrs earned a Magna Cum Laude degree in Mechanical Engineering from the University of Notre Dame and an MBA degree from the Harvard Business School. He began his career in Technology at Hewlett Packard in Medical Electronics. He gained rapid promotions to become the General Manager of the Patient Monitoring Division. He joined MIPS Computer as Sr. VP and COO. He built a strong team which was critical to MIPS's IPO. Later Silicon Graphics bought MIPS and assigned Tom to run all Europe Operations. Tom's next step was to join Applied Materials, the leading semiconductor equipment supplier. He was charged with leading a group of 10,000. His operational skills enabled AMAT to grow revenue from \$4B to \$10M and grow the stock price from \$35 to \$200. After AMAT Tom and his partner founded an engineering contracting company in India. They grew the company from 0 to 600 engineers before selling the company at a significant gain. Most recently Tom was recruited to run a material flow company as CEO. After two years of improving the company, he executed an IPO and delivered a 7X increase in value.

Tom's skillset in leading a company and delivering strong results led him to serve many companies as a consultant or board member. Over the last 25 years Tom has served on seven public company boards and five private company boards. Of these twelve boards Tom served as Chairman of the Board at five of them. As Tom moves toward retirement, he continues to serve on two boards.

# **Gifts From God**

**TOM ROHRS**

Can those who hold leadership positions benefit by a connection to God?

Does it help these leaders to pray for God's blessing? Is God willing to shower these leaders with gifts of Faith, Hope and Charity/Love? There is empirical evidence that an affirmative answer to these questions not only proves the existence of God, but shows how it is actually beneficial to those in leadership positions.

In his epistle to the Corinthians,<sup>1</sup> St. Paul tells us that the Grace of God comes to us in the form of the three virtues of Faith, Hope and Charity or Love. Furthermore, St. Thomas Aquinas advises us that we are infused with these virtues by God alone.<sup>2</sup> However, it is up to human beings to absorb or reject these gifts from God. When we examine the behaviors of different leaders, we see that these virtues can be converted into values that bring positive results to their organizations.

The first virtue is Faith.<sup>3</sup> It can be seen by the trust of the leader in his or her people. When this occurs, the leader is willing to share deep information with the team including important strategic elements of the operations. A team armed with these insights can carry out their responsibilities knowing they fit in the context of the core business plan. Thus, the use of faith and trust results in a confident team. Rather than micro-managing, the leader can properly use his or her time to look over the horizon in search of new ideas and opportunities. Meanwhile, the team will develop increasing faith in the leader's integrity and be willing to follow their direction.

The second virtue, Hope, is manifested by the leader as setting high expectations. These expectations challenge people to do their very best and work diligently to achieve desired results. This expectation is ideally accompanied by the tools which are necessary to reach the ultimate goals of the organization.

And finally, the most important virtue is Charity or Love. The true leader will develop a deep caring for all those in their group. The leader will understand their strengths and problems. This showing of true love will result in open and honest communication and reciprocal caring. People are treated with the respect that they earn and they are placed in positions which reflect their capabilities.

The result is a trusting, forthright, optimistic and humane organization. It is obvious to all on the inside. Those on the outside see this culture and do all they can to join the organization. Work is seen as an opportunity to develop and grow. Success is celebrated by all. Problems are seen as learning opportunities.

God's gifts of Faith, Hope, and Charity/Love are evident everywhere. The leader goes home and practices those same virtues with family members, friends and in their community. At night, the appreciative leader prays and gives thanks to God for the many Gifts and Blessings, and then plans on improving these virtues and values for the next day.

**Footnotes:**

1. St. Paul 1 Thessalonians 1:3 and 1 Corinthians 13
2. Thomas Aquinas Summa Theologica part 2
3. What is Faith. Central Presbyterian Church, Cambridge