

WIL Highlights

July 27, 2018

Founder & Principal of Talent Connections, LLP, Tom Darrow is an icon in the Human Resources and Recruiting arena not only in the state of Georgia, but nationally as well. As a successful business owner, respected community leader, chair of multiple boards, Lifetime Achievement Award recipient, and a recognized model of Leadership Character and Servant Leadership, he brought his consideration experience, charisma, humor, and HR insights to share with the WIL audience. And, on the topic of “How to Build a Legacy Not Just a Resume,” he did not disappoint.

(NOTE: For attendees upon request, a link is available from the TLG staff to Tom’s PPT and an embedded video.)

From his roots in Wisconsin, his education at Notre Dame, his love of and connection to the Green Bay Packers, as well as his ability to deliver comedic punch lines like a pro, Tom shared a lot about himself - who he is and what he believes. Here are just some of his personal and professional insights and lessons learned.

- “The worst thing in life is not to be unemployed, but to have a job that’s the wrong fit.” Tom cited examples from his own career journey of how he came to that realization. With a degree in accounting and having worked for major accounting and consulting firms, he learned firsthand what the “wrong fit” means. Ultimately he learned that his passion is to “start things and grow things and recruiting!”
- Tom also shared Mark Twain’s wise words, “The two most important days in your life are the day you are born and the day you find out WHY.” He discovered his WHY in legacy building and helping others to do the same.
- “It’s not enough to discover your purpose, you must LIVE it.”
- “Inheritance is FOR someone, but legacy is IN someone.”
- From his work with Career Spa, LLC, Tom shared a 3 part exercise for each attendee to consider as homework – starting with “Defining Your Life Desires” in 7 areas, from financial to spiritual desires. The next step was a list of about 180 “Action Words” - from A to almost Z, and from which you ultimately select 3 that represent you. Your selected action words will guide you through the final step. The final step is to create your “Life Purpose Statement Draft.” Tom pointed out that each of us can find our own right answer. He further suggested that we redraft, finalize, memorize, post and share our statement. (Note: In their seminar feedback, attendees indicated that they were very excited to do their homework and work towards their own life purpose statement.
- “Your Life Purpose Statement becomes the lens for your life decisions.”
- Tom also explained the difference between leading a “successful life” vs a “life of significance.”
- “Do for one what you’d like to do for everyone.”

- After a Biblical reference to the Great Commandment, Tom discussed “The Five Love Languages” including words of affirmation; quality time; receiving gifts; acts of service; and physical touch.
- Tom pointed out several simple examples of how to demonstrate love, e.g., show empathy, compliment someone in front of others; give your spouse and/or children, employees etc. attention and your time; make eye contact when speaking with others, listen and really focus.
- Lastly, Tom said that in the complex and often discordant world in which we live, one thing is certain: “People need healing. HR = Healing Resources.” **(Wise words from a HERO in the HR community!)**