

- Speaker 1: [00:00](#) An empowering thought for me is that I can look at the next day and if I choose to I can make changes that can line up with my current needs or priorities and that enables me to prioritize family. My wife's needs, my needs very quickly and I think what sometimes happens is we can get so rigid in the schedule and we forget that we're in charge of it.
- Speaker 2: [00:24](#) All right guys, for everybody out there listening. Welcome to front row dads. I'm your host John Broman and if you're here for the first time you are joining me with three of my best friends in the world today for a conversation. I think I might know where this is going to go but it could go anywhere. I'm just going a little disclaimer there from the get go, but guys, this is the show for family men with businesses, not businessmen with families. The three guys that I have with me are not only longtime friends, but they are also front row dad members. They are part of our brotherhood. And I'm just so I'm excited to not only catch up with my buddies, but to talk about something that we all feel really passionate about, which is how we're making it work with our businesses and our home life and how they're, you know, just how to balance it all.
- Speaker 2: [01:05](#) So I've got with me Adam stock, John Kane and John Ruhlin. Some of you out there listening who are a part of the Brotherhood of course, know these men. And if you're new to the show, let me give you a very quick intro and then we're going to get right into the conversation. And I'm going to actually ask each of these guys to tell you a little bit about their families and what they do professionally in a sentence or two, just so you can have a little vision about who we're talking with. Johnny rule. And I'm gonna Start with you man. Mr Giftology, they tell us about your family and what are you doing? You're not at home. Yeah. So coming up on 10 years of marriage, Lindsay, uh, September six is our big anniversary. We got three little girls, Greg and Blakeley and sailor. They're eight, six and three [inaudible] nine, seven and four.
- Speaker 2: [01:46](#) And we have a fourth, a little one that we're not sure if it's a boy or a girl. I'm pretty sure it's a girl on the way due December 27th. And why do you say it's probably a girl? I mean, science in the obvious. Yeah. So Lindsey hates this about me, but I make predictions and uh, you know, sometimes they're right, most of the time they're wrong. But in this case, before we started having, yeah, 10 years ago, I said, I have four brothers and one sister growing up, I think I'm going to have four girls. And she's like, why would you even say that? Like, that's just dumb to put out, you know, like that's just not gonna happen. So apparently I pointed to the scoreboard and said four and we're three for

three right now. And I think the fourth is a girl. And I'm okay with that. So my, my girls are, they play like boys. I feel like I get the best of both worlds, but with daughters. But I don't know any different, so, so yeah, that's what's up there. Anybody that has four journals gets an automatic, please don't have them.

Speaker 2: [02:49](#) There you go. Almost twice automatic spot. And having that, I read that in the Bible somewhere. Yeah. In the Old Testament. It's in proverbs. Yeah. Songs of them. Yeah.

Speaker 3: [03:01](#) So that's, that's the family side. But this is crazy with three little warrior princesses and yeah, we have a business at 19 years I wrote a book called Giftology based upon, uh, we own an outsource gifting agency. So we help people, not socket, showing gratitude to their most important a client's employees, prospects, all that kind of stuff. And we've been boys for basically 19 years. So [inaudible] pretty crazy run, uh, that we've had

Speaker 4: [03:29](#) Dawson man, as I look around my office, I see several gifts that we're doing to me. Hi John Roman. That's awesome. Look at that thing back there. I've got it. I got seven.

Speaker 3: [03:40](#) Oh, the Max score.

Speaker 4: [03:42](#) Okay. Uh, let's go to you Adam stock. Tell us a little bit about your family, what you're up to here. So thanks very much for having me. On the podcast today and feel very delighted to be with three of my Johns. I'm sorry. And uh, yesterday was my 19th wedding anniversary. So this is if, to me it says it's two hours sitting on a branch looking at each other. It says I'll always love you. We had a really great 10 minutes celebration yesterday. You went all out. Yeah, yeah, we got, we got, yeah, we escaped for 10 minutes at the end of the day. It's awesome. I didn't know you could last that long.

Speaker 4: [04:30](#) Sorry man. I had to go there right away. Go there right away. You're like, ah, you took it down right there in the beginning when I'm enjoying my family. Is it a sweet spot? You made it dirty. Yeah, it was actually nine minutes for the shower. So we have five kids. There are three years apart almost to the month. Not Surprising based on your update? No. Uh, Eliana is 12 and a half and then Maya is nine and a half. Sammy is six. Max is three and a half. And then we have a 10 month old Solomon. Awesome man. And so most of what I do professionally has to do with money, helping people organize their estate, planning, their retirement, planning, their investments. They have a couple of other businesses that deal with bookkeeping and

profitability coaching. It's awesome man. Cool. Thanks Adam. Love that. You're here. This is so fun. And John Kane aprons.

Speaker 1: [05:37](#) Thanks for having me. It's good to be with you all. Yeah, we were just at the front row family summit together and I will say it was awesome being with most of our families. We have, you know, uh, Adam, you were short a couple of kids there, but you, you know, we love the ones you brought and uh, it's so fun being with you all as in a family like that. And I would just say, I'm sure there's going to be one next year, but that is really a place to, uh, the dads retreats are great, but that's really a place where a lot of good things happen. So that was fun. I know our family's John, although years we've known each other, never been together and say with you Adam, and uh, we hadn't been with your family and Mr. Roman in a long time.

Speaker 1: [06:16](#) So just what a great reunion. Thanks for making that possible, uh, with all the other great work you're doing Tracy. And I've been married for 17 years together for 20. We have three children. Uh, Johnny's 13. Matthew who's 11, Natalie who's eight and we're having a lot of fun. I've been blessed to be with Cutco for almost 30 years, coming up in the next year and Vol, spend some time on that road together as part of our history, which is kind of cool. And uh, we're all still kind of doing some things there from time to time, which is a lot of fun too. So thank you, uh, for your support personally and professionally. All you guys, it's a honor to be with the three of you today.

Speaker 2: [06:53](#) Yeah, guys, I just want to tell you something. [inaudible] it came up recently. It was another, another man who's been listening to the show reached out and said, it's obvious that you and some of your buddies have really deep friendships. And he said, it's something that I haven't had in my life. And it's something that I really admire about the fact that you've had some of these friendships that have been going on for years and years and years. And I just took a moment to breathe into that and think about how grateful I am that we've had these relationships that have evolved over the years and that we still get our families together. We still get on the phone, joke around, laugh kind of, you know, make fun of each other at times. But ultimately in the end, all trying to lift one another up and trying to live the best possible life in a way of service, in a way of connection, a way of just a, an authentic life for all of us.

Speaker 2: [07:42](#) We're all doing different things. We're rowing in different directions and yet at the same time, trying to get to get all the boats together from time to time. Right. And, uh, and do some rowing. And I think it's just, it's really cool and sometimes I can

take it for granted. So you wanna take a moment and say I love you guys and really appreciate your friendship and that's okay. This is actually interesting cause I, I wrote a question down earlier thinking about what I was genuinely interested in asking you guys, not only would I be interested in doing but, but other people too. So you showed up here today on this call, right? Like this is, you showed up, I reached out, I invited you and you've got a million things going on. You could be doing a million other things with your time, but yet you chose to show up.

Speaker 2: [08:21](#) I want to throw this to anybody, whoever has energy around this and wants to answer it first, but when it comes to your family, but I'd also include that as your extended family because part of being a great dad and a husband as we have found is having a strong brotherhood, right? It's actually having men that you value, that you can learn with. And from the question that is hitting me is when do you know that it's important to show up? Like with your schedules being so, so busy, how do you determine when the show up and for whom? And you can take that to your like when to

Speaker 4: [08:55](#) show up to games for your kids, when to show up for your family each and every day, each and every week. What about extended family? When people invite you to weddings, when you're just offered so many opportunities to do things in life, how do you know what to show up for? Like what are the important dates, what are the important moments? And you know, maybe we can start there from a place of figuring out how you guys as such busy entrepreneurs so much on your plate, managed to make decisions about where you invest your time and energy. So I can start it off by talking about being invited to weddings and those sorts of things. And My strategy is just not to have any friends.

Speaker 4: [09:36](#) And I mean, I, you clearly John Roman haven't figured that out yet because you're new plus get invited to a lot of fun stuff that I don't have to deal with that conflict in my, no, I don't allow that for a minute. But first recommendation insulate, right. Just don't, don't, don't be good friends with everybody. Turn everybody away. Yeah. Well that's helpful for everybody. Yeah. So, so all the introverts are like, yeah, go Adam, that guy on a serious note, I can dive in by mentioning just a few time management and scheduling tenants. There's a lot of whatever, superhero, uh, super skills are. I, I've got a lot of whatever the opposite of that is. So there's a lot of Kryptonite in my life. Ways, areas that I don't excel. I would say that the time management and the intention around scheduling [inaudible] is

a superpower. And I put a lot of thought and a lot of attention into it simply because we have three limited resources in our lives.

Speaker 4: [10:47](#) We have money, we have time, and we have personal energy. Those are our three limited resources. And so the real estate that that makes up our calendar, it's a limited resource and it's really critical and I think about our calendars as a reflection of our priorities. So when you asked me, well, I'm so busy, how is it that I was able to schedule, nope, put this into the schedule and made it a priority and I didn't have a conflict in advance. So it was an open block and so I was able to do that. There are times when I don't have that flexibility, but I was glad to be able to have it. And again, your schedule is a reflection of your priorities. So as far as action steps, the first thing if you're listening to this podcast I would say is look objectively at your calendar.

Speaker 4: [11:37](#) And if you're married or you have a significant, are there, look at your calendar with that significant other and talk about the calendar as reflection of your priorities and see if he or she is on the same page with you. Like, Hey, this is my intention as far as setting out my, my calendar. And then Melinda and I do that very regularly and we have a, we have a understanding number one about what are non-negotiables are the number two, how we anticipate the calendar changing either seasonally or over time. But I think getting on the same page is really, really important. And one, when I think about when I started in the financial services business in 1999 what I said to myself in the Melinda is like, hey, this is a business that takes a lot of work. So for the first 10 years, and then I started another business as well.

Speaker 4: [12:32](#) I said, I'm going to be working six days a week for 10 years and sometimes I might be working seventies and what I want you to know is I'm doing this so that 10 years now when we have a family, I'm not working six or seven days a week and I can cut back and we can enjoy the fruits of the Labor for working that hard for 10 years. Now it was that explicit. That's exactly what I did. And then after that 10 years, I don't work six or seven days a week anymore. So those are some things to think about. It was a lot easier for me to make that plan before I had kids than it is for some people who have kids now and maybe are starting a new business now where they have to put in the time and energy and sweat equity.

Speaker 4: [13:19](#) But that was my plan and those are just some of my philosophies around calendar and calendar management. Wow,

that's great. Thanks. Adam. Johnny or John w where and when is it important to show up for you? I'll just say that one of the questions I ask myself when I get invited to a wedding or to an event or something like that, a lifelong relationship or is this somebody that's in my life for a season. If it's a lifelong relationship that's going to be part of my inner circle, then I'm going to go to great lengths to be there and I'll say, is this a, is this a Aye? Top of the mountain, you know, along the journey or bottom of the valley. So I found myself showing up more to maybe bottom of the valley things for people versus just top of the mountains or along the journey.

Speaker 4: [14:07](#) Yeah, the front row family summit is a great example of, yeah, I asked myself, can I involve my family in double or triple dip and expose them? The kids does something, my wife can I connect with them, some close friends. Is there a way for it to be a double, triple, quadruple win? And if it's not, um, and there's other things that are, then I'm going to say yes to the things that are her and I have to decline in the time being with the things that are just, it would be nice to use. There's a lot of Nice dudes, a nice to go to this nice to go to that. But if it's not, if it's not a, an inner circle, you know, once in a lifetime or a lifelong trend or something like that. [inaudible] personality is, I have Fomo,

Speaker 3: [14:52](#) bad and I want to be at everything. I used to go to every event, every conference, every everything, right. I started to realize it wasn't serving me very well and it sure wasn't serving my family very well. So I'm actually probably traveling less this year. I traveled even with speaking and Oh, the other things that, that sound that have come up that are really important. I've said no to more things than I ever have. I'm in trouble with the least amount than I ever have, even though in some ways are growing and going bigger and faster than they ever have. You know, just having some of those filters and the mechanisms in place and being honest with myself, I wouldn't have realized that without going through hell for 10 years, I'm putting my wife through your house. Lindsey is strong enough to come at me with the baseball bat, both literally and figuratively and saying, dude, all right, can you seriously like, you think this calendar is going to work for our family and for us?

Speaker 3: [15:49](#) Like what's your priority? And uh, without that strength of, of another partner. And you know, I'd like to say it's been 10 years of bliss, but there's been many times where I wasn't sure if that, if the marriage was going to make it. And it was simply because, oh, you know, decisions I had made that weren't putting family first or when we weren't putting her first or weren't putting our marriage first. And so I've learned it through a lot of refined of

fire and I still continue to learn it and sometimes screw up, uh, and make the wrong decision on priorities. But those are some of the things that I think I've learned over the 10 years of marriage trying to, you know, to make it all work. Mm hmm. Great thoughts man. Johnny Kane, what do you think?

- Speaker 1: [16:35](#) I think these guys are really smart and they got a lot of good ideas. I like hanging out with them. I may take a little bit of different angle on this and just say, an empowering thought for me is that I can look at the next day and if I choose to, I can make changes that can line up with my current needs or priorities. So it's very common for me to look at my schedule on a Saturday or Sunday and make seven or eight or 10 adjustments to the week where I may add something in, take something out, make the shift. And that enables me to prioritize family. My wife's needs, my needs very quickly. And I think what's sometimes happens is we can get so rigid in the schedule and we forget that
- Speaker 3: [17:16](#) we're in charge of it.
- Speaker 1: [17:18](#) Um, I'll just share with you last night I found out that one of my mom's closest friends passed away. I had calls many people this morning, owners of the company I made, I sent a couple texts, phone calls, I cleared the schedule and one had breakfast with my mother this morning. And you know, there are many times in the past where I wasn't feeling empowered to make a decision like that, but losing my dad last year just really woke me up to the idea that I really get to decide what's first and what's a priority. And I know when I'm spiritually right, when I'm getting to pray and spend some time as Matthew Kelly says in the classroom of silence and I'm practicing my faith and when I'm spending time with family, [inaudible] am engaged in something that's healthy when I'm doing a little reading, when I feed myself first, and that can sound selfish, but I know that by taking care of me, I'm going to be able to really take care of the things and the people that I'm blessed to be in support of.
- Speaker 1: [18:13](#) I also feel whole in the sense that I'm not pain others first in some way. I'm paying myself first and again, it's that balance. Sometimes it can feel selfish when you're really doing all these things for yourself, but I think that really gives you more energy and vitality. Greg? Sasa, Charlie has a book called the enemies of excellence, which is outstanding and I think it just talks about the power of rejuvenation to be able to continue to do great work in a high level. So I put a high priority on rejuvenation and rest, sleep, talking and spending time with people that give me energy. And so it's easier to show up when I'm feeling good and

it's easy to feel good when I'm prioritizing those core base things. You know, in a recent podcast, John, I'm going to quote you, you said it's a marathon now.

Speaker 1: [19:04](#) You know, it used to be I'd stay up all night, I'd go hard and you know, we could sacrifice sleep and rest and exercise and good nutrition to like enjoy life to the fullest. Well now it's just the opposite. Those things our priority, cause I want to be here a long time. I want to walk my daughter down the aisle. I want to celebrate this great life with my best friends. I want to be, I want to be sitting around a lake or a beach with you guys when we're 95 cents. Dang. That was a lot of fun balls, you know, I wouldn't be, I really want to be in that place. So that's the way I'm thinking. So I think the key word is commitment to that schedule for me, but flexibility with it in the moment and it's things, you know, kind of progress. So that's a, those are just some top of mind thoughts.

Speaker 1: [19:52](#) I love all that. I love the angle that you guys all took in. One of the things that I wrestle with personally is how do I know when I'm giving enough, like as good as the schedule might feel to me as an example. Like, Hey, I feel pretty good with that. I feel good with the balance. I feel good with work and family. You know, sometimes I do question like, is it enough? You know, am I fooling myself? Am I missing something? I'll give you an example. So tiger the other day was, uh, and for anybody who's new to the podcast, tiger is my 10 year old boy who is in the kitchen. And he said to mom, he said, we never do anything together. And Tatiana just kind of looked at him and she's like, we just had a whole summer together. Like we were seven days in Ohio. We had a seven day vacation at the lake house. We just came back from Bam Bundance for four days. Like I've literally seen you morning til night for the last three weeks. Right. And she just was like, you

Speaker 2: [20:48](#) know, throwing her hands up in the air that her 10 year old was like, we never spent any time. And uh, what I reminded her, I just said even in the moment like right part of tiger, I was like, baby, isn't that cool that your 10 year old craves more time with you? Like isn't that awesome? Like what a wonderful thing. And you know, there are times when tiger has said the same thing to me. Like, Hey, we don't get enough time. We don't get any one-to-one time. And I started listing it out. I'm like, okay, okay. Drove you to school every day of the school year last year. Just you and I, right? We had a board meeting every quarter we, we did these things. I took you to South Dakota for five days on a one to one father son trip. And yet still he might say we don't get enough time together.

Speaker 2: [21:31](#) And I think that's a beautiful thing. I think it's wonderful that my 10 year old one's more time with us and yet through all of that, I'm still asking myself how much is the right amount of time? Like even just because I'm better than other dads, let's say like other dads aren't doing that and I am, but that's not the game. The game isn't to beat other dads. The game is to live a life that when I look back on it, I say I'm proud of this, right? I'm proud of the time I spent with my family. I'm proud of the connections we made. I'm proud of the influence that I've had and that the kids had the dad that they deserve. Right. That's what I feel. So I'm curious from you guys, like how do you gauge what's enough? You know like how much time is okay for your wife, for your kids? How much one to one time, how much family time, how many vacations are enough to where you'll feel like, okay, I'm succeeding there. I'm winning at home. And I'm not an absent father. How do you gauge, don't everybody jump in at once?

Speaker 2: [22:29](#) I mean, it's a tough question. I realize, but go for Johnny Kane. I'm gonna let Adam take this one. I like when he goes first because then, I mean with all the talking I did, I thought I gave you guys plenty of runway. Yeah. Oh, it's really funny how you did that framing thing on the recent podcast. We do a lot of framing, so what's the simple, what's the basic question again? The basic question. Yeah, this is my, this is how I coach people, right? Like some summarize all that in one question. My question is how do we as dads know when we're showing up enough, right? Like is it literally like you could literally boil it down to like how many hours could you look at it? Like, hey, how many hours would you, do you feel it's important to spend with each child each day or each week?

Speaker 2: [23:16](#) Or how do you gauge that? I'll give you a great example of how Tim Nikolayev, who's in my band and for anybody who doesn't know what I'm talking about, the band is the small group. It's four guys, band of brothers, rock band, etc. Our Band is blue zone. So my band Tim Nikolai brought to the table, he said, uh, my wife and I sat down recently and we decided that things felt a little off and we needed to correct them. So we decided that we were going to have a date night every week. We were going to have a date sleepover every month,

Speaker 1: [23:46](#) right? So one night overnight somewhere. And then we're going to take three days every quarter for a miniature trip. And then, uh, I think he said one or two big trips a year. Maybe it's one trip a year, just the two of them for seven to 10 days, right. With no kits. That's the time that he said between he and his wife. That's, that felt good. Right? So one date night, a week or

date lunch or whatever, one overnight a month, three days every quarter. And one big trip between the two of them every year. So I like that framework, but so to him he's got it dialed in that that's how much time I need to dedicate to my marriage with my wife in that way to make it work where I feel like I'm winning. Does that make sense? Yeah. What do you guys think? You guys are all just kind. You're not speechless. You got shit tons to say. Here's the thing, I like Tim and maybe you could spend a little time with my wife. Super happy too. That'd be great.

Speaker 1: [24:50](#)

It looks like you invested well in his twenties right? So here's the some real estate. Yeah, so here's, I'll just share this. Yeah, I think it depends on the, what the current climate is. There are weeks where at night, depending on what my wife is experiencing, maybe in her business or life where extra times required. There are seasons when your kids are going through things and there are seasons when you're going through things where we all have to ask more of each other. Sometimes we have to ask for more grace. Sometimes we have to ask for more time and I think the key is paying attention and I think the simple question that helps me is I asked people how they're feeling and I asked my wife, how are you feeling? That's my kids. How are you feeling? I engage them with questions that give me an idea of what is needed and I'm certain that one on one time is required in all of my key relationships if they're going to move forward.

Speaker 1: [25:44](#)

That's it. I don't know how much the family board meeting is an awesome thing that has changed our family life. Thank you Jim Scheels. Thank you John Broman. Thank you. Front row dads. That has been a game changer. If that was the only idea that I got from front row dads at that first retreat in 2016 it would have changed. It has changed the DNA of our family eternally because I never made the connection that we were doing all this stuff in groups and sometimes it's a nightmare. It's a yard sale. People are yelling and it's the wailing and gnashing of teeth and arguments and you're just in a car and you hate each other and you either hate yourself, but then you get that your wife one on one on a car ride or you go for a walk, you get the kid in the car, one of them your talk, all the noise gets cut out and suddenly a relationship starts to come alive.

Speaker 1: [26:32](#)

So I don't know what the right recipe is, but I do know if I'm not intentional about getting quality one-on-one time with people I love and care about that relationship will and decay. And you know that's a fact. And I can speak to the relationship with each of you. Roland calls me at four in the morning on his way to the airport or what he's in the sauna. Adam and I have set times

where we stay connected in. Obviously John, we're intentional about uptime to be connected. We planned out a year in advance, you know, we'll add all three of us, all four of us with each of you guys. I'm intentional about knowing when we've got something to look forward to and I think if that can be true for your brothers and in arms here in the front row dads, it better be true for your kids in your family.

Speaker 5: [27:17](#)

Yeah, and so

Speaker 1: [27:18](#)

there's a lot of words.

Speaker 2: [27:20](#)

It's a lot of words.

Speaker 5: [27:24](#)

Hey guys, I want to take a second to tell you about our front row dads retreat. If you would value connecting with a brotherhood of likeminded and lighthearted guys who want to deepen their sense of purpose and meaning as fathers and within their families and to talk about and share the best practices and the strategies for ultimate family success, then this event might be for you if you add value being around high performing guys without the big egos. Guys that believe in being family, men with businesses and not businessmen with families. You might enjoy our front row dads retreat twice a year. We're getting together in person, small groups, cool locations, guest experts and so much more for these events. We've now done this multiple times. It has sold out every single time and if you're excited about it, make sure to check it out@frontrowdads.com where you can apply for the next retreat now.

Speaker 5: [28:15](#)

Hi. One of the things you might be wondering is does leaving my family make me a better dad or husband? The answer is for many of you, I know you travel a bunch, you do other things and the idea for this one is you have to retreat to advance. You have to take a step back to gain that perspective so that we can go back and crush it within our families. This is the same concept that works in business where you take a moment, you think, you plan, you strategize, you work on your family so that you can be better in your family. If that all sounds good, check it out front row dads.com

Speaker 2: [28:45](#)

I want to reflect back Johnny Kane is and what I really love about that is you got to this place, oh you said a couple of things I really liked. It's like it's seasoned, right? That you need to and then you said you need to pay attention, right? That's the big thing is you need to notice, somebody asked me recently, I was being interviewed at a gobundance event and somebody had

asked about like how transparent do you need to be with your kids and when should you have the talk or a talk or how it talk about drugs, sex, whatever it is. Like how do you know how transparent to be with them? You open up and tell your personal story is how real should you get. And a lot of that, I think the answer comes back to you really have to know your kids, right?

Speaker 2: [29:22](#)

Like if you know your kid, you know if it's the right time or not. It's when you don't know your kid that you're like, should I say it? Should I not say it? You have no idea what they know. If you have no idea their maturity level, if you have no idea where their interests lie. But yeah, you don't know what to say when to say it, but if you're dialed in, if you're plugged into your kids, if you know them, then you'll have a sense. You have an intuition about what to say and when to say it. But that's a relationship thing. That's a paying attention. And the same thing about time, I would guess because everybody needs different amounts of time, right? And some marriages need more than others when it comes to one-to-one time, especially if quality time as a love language, right?

Speaker 2: [29:59](#)

It's like if you're dealing with somebody where quality time is not their love language, then yeah, it's probably very different answer. But I really love what you said there. And I do think that in every relationship, even in front row dads, like there has to be layers of relationships and front row dads, you've got to have the big retreat, right? Where everybody's together. Then you got to have the small groups, the bands where that these types of conversations, three or four people, it's a different dynamic. And then you need one to one time. And I think all those layers of that need to exist in your business life and your family life with your brothers. Like all of it, it needs to exist. It was good stuff. Look at that. I knew if I stalled long enough, one of you guys would say something smart.

Speaker 3: [30:37](#)

What do you guys think? I would just say that at least one of my kids, we could spend all day, every day together and it wouldn't be enough. So I think about, you know, like happy hour. It's like our souls crave, you know, intimacy, they crave time, they crave, you know, like it's like a bucket that you can ever completely fill up. And I in a lot of different areas I can, kids are that way. And so one of mine specifically is that way. For sure. So I mean for me, the, the one on one trips I take, I schedule at least one trip per year with each of them, 20% business, uh, where they get to go see what dad does. Cause I, the oldest one would drive past the coffee shop and they thought I worked at the coffee shop. That no idea what I actually did for a living.

Speaker 3: [31:22](#) And so they get to see me talk or speak on stage. They get to go to a business dinner, they get to have adult conversations. But then the other 80% is focused just on what they want to do and that that's manicures and pedicures and whatever else. Like I'm in fully. I think the other thing for me, I started coming home on a consistent basis, not every night, but 90% of the nights I'm home by four 30 and I don't bring my work bag again. I haven't brought my work bag again, maybe five years. I'd like to send you that with my phone. I don't always do that with my phone, but I do think that on a regular basis, my wife drives on the day to day consistency, not the big production blips on the radar. She wants to see me show up consistently and be engaged and I think our girls do too.

Speaker 3: [32:06](#) So it's not even, you know, they love the planning and the next trip, uh, they love the one on one engagement but they also love, you know, us just being together as a family. And I think that even when we travel, like at front row family summit, it's a good example. Like we didn't always let the girls go ride in the car with other kids cause we wanted the time together, just us. So sometimes you're doing things but everybody's spread out and you're not really, even though you're together, not really together. And so I think we've been more intentional at even events and as we travel sometimes we seem to the mean parents,

Speaker 2: [32:40](#) but at a core level I do think that they crave just our family unit being together. And so dinners at home and we don't have them in as many activities because we just want that time together as a family, not fragmented. And I think that makes a difference to at least for eh real. Let me ask you a question about that too is it relates to activities. I wrestle with this one a little bit about balancing the schedule. How busy should my kids be, how many instruments, activities, sports, all that stuff should they be involved in? Because on one hand I want my boys to just feel a sense of freedom and play and just enjoy childhood and not spend our time rushing from one activity to the next so that that they can, as Julia lifts got hands and talked about the checklisted childhood, like check, check, check, I got my kid doing all these things. How do you personally view that as, hey, I want to develop a well rounded child that's involved in sports or plays music or does these things and at the same time I don't want them to be overbooked.

Speaker 3: [33:40](#) Yeah. I mean our oldest is eight so I mean we're, we're not experts in this by any stretch of imagination, but we're, we do things a couple of nights a week as early as possible in the [inaudible]. We'll pick some activities based upon is it at four

o'clock versus at seven o'clock because we feel like them getting sleep and rest and time at home and dinner at home and all that kind of stuff. And so they might not get as much exposure to all of the perfect sports and music. Right. I feel like from a well-roundedness of travel and experiences and family and and opportunities, I don't need them to, the triple crown all stayed in baseball in order to be successful in life necessarily. And so I, we actually lean away from doing all of the activities all the time. This fall there. There'll be, yeah, they'll do soccer or something one night a week and then on a game on a Saturday or something versus we looked at all the different sports and one of them was like practice every night of the week and we love swimming, but we just said no because we think it's too much.

Speaker 3: [34:43](#) And maybe that'll change in middle school or high school or whatever else. But I do thanks that overscheduling and that just having time to be a human being or as a family, I just, I lean towards family time over them going off and being around other influences and I want them to be active. I want them to be exposed to things, but we're planning the marathon game. We only get so much time with them before they're 18 and they're going to go off and do other things. And I'm not necessarily trying to raise professional athletes. I want them to be exposed to activities and whatever else to be a well rounded human. But that's not the nob offer, at least for our family. It's awesome, man.

Speaker 2: [35:21](#) Adam, do you have any, uh, thoughts to throw into this topic? Not too many. John, John and Johnny and said really a lot of the things that were in my mind, I can just give a perspective on what activities to schedule for kids. So for us, the teaching kids how to swim

Speaker 4: [35:38](#) has always been a non-negotiable act. Kids must know how to swim, so they, so we take them to swimming lessons when they're young. Uh, the other two things that we try to do is a team sport [inaudible] something that's music or dance related. So the team sport piece is really important to us. I hired people for my businesses and I see the DNA that people bring and my experience, and this is definitely just one perspective, is that people who play individual sports like tennis or golf, to me, Devon, much more difficult time showing up and as a team player in a work environment. So my experience is people that played team sports, the value [inaudible] and they understand what it's like to lead and they understand what it's like to follow and a very different rhythm than people who have only played individual sports their whole life.

- Speaker 4: [36:35](#) So for that reason we encourage our kids to do a team sport. It's awesome. I love that. You mentioned really quickly as if this is going back to the comment about how much time is the right amount of time. I, I absolutely think that checking in is great. Like, hey, how, how's this? How am I doing? How's this calendar working for us? I think that that's really important. I also think that you're not always going to get the answer that you want and you're also not gonna always get the answer that, okay, be willing to do something about. So if I go to one of my kids and I say, hey, how are we doing on the time? Like just like general and said like, I have that kid who, if I asked them, I asked Sammy, okay to be specific fast, and why are we spending enough time together?
- Speaker 4: [37:26](#) He's never going to see yes, he's never gonna say it's enough. He always wants to be spending one on one time and he's always planning ahead. The family board meetings, he always gets jealous. When I took the other kids on their one-on-ones, we call them one-on-ones, right? One's my next one on one. Whenever we go to a foreign place, he's like, for my next one, I'm one 20 this dead. Right? So just because he's, whatever his response is, that doesn't mean that I'm necessarily going to be in a position to act on that. And so I think what's more important is they know that you heard them and that you're working towards whatever that is. Just like when people on our team, the next level planning group in my wealth management team, what I let them know as I'm very open there, thoughts, I'm very open to feedback.
- Speaker 4: [38:13](#) I'm very open to changing the way things are, but nothing's really set in stone per se. Right? But I also am very clear that just because I'm open, that doesn't mean that when you give me a suggestion that I'm necessarily going to implement it or that I'm necessarily going to think it's a great idea. Right. And that that's really important for some people to understand that difference. Cause some people is they give you ideas and they're giving you feedback. If you don't implement them, they think that he's not really listening to me or she's not really listening to me. No, I'm listening and I'm really giving significant thought. So what you're saying and so it's really important that that distinction. And now I'm in business, but uh, I'm not on top of our business. But in the business mode that people understand that just because you want feedback doesn't necessarily mean that you're committed to implementing everything and that you still want them.
- Speaker 4: [39:07](#) Even if you don't implement one or two of their ideas, you still want them giving you that those feedbacks and that idea and

that you are hearing them and listening to them and that they do have. And I think sometimes parenting very, very similar in many respects to business. And the one other thing that I would comment while I'm on the strand, going back to the scheduling pieces, as business owners, most of us spend a lot of time at strategic planning or EOS or Vistage or EO. Like we spend a lot of time planning out our business lives and doing strategic planning. And I think it's useful to look at how much time are we spending strategically planning out the personal side of our life and our personal calendar, right? And for just spending a little sliver of the time and energy doing that strategic planning of our calendars.

Speaker 4: [40:08](#) In our personal life. Oh, we shouldn't expect that it's going as well as our business life. So when we start evening out the scales and we say, you know, our, our good friend Justin Donald has an outline for a whole day each year that he spends with his wife planning out the next year, right? Just as you would as a business person, planning out the schedule, checking in, how are we doing in this area of our life, in this area on I left and I then those types of, uh huh retreats with a spouse and that, that type of intention around strategic planning is going to, if you feeling out of balance right now, it's going to help tip the scales a little bit closer towards that balance that you're looking for. It's good stuff, buddy. I love that guys. I love this conversation. This has been great. I want to leave us with one last topic to debate for a quick second and then we'll wrap.

Speaker 4: [40:59](#) So this is something I was just itching to get to you guys and it's connected to the subject, but we'll say loosely. So here's the deal. [inaudible], you and I actually, if you're watching this video, you would see out junk Keynes window. There's a lake out there. And if you're listening to this, he has in his office in South Jersey, a place where I used to work with John and we walked around that lake many, many times. And along the, uh, one of our walks, you told me a story about John Maxwell who was supposed to give a speech and then he couldn't, and then he got to give the speech again,

Speaker 2: [41:33](#) but he said no because he wanted to honor the sacrifice that was basically made. Do you remember this story? Do you want me to tell you the story? You tell me the story he told at his training. You go ahead and you can tell it, but I don't even know if I've got it right, but I can tell it like if you know it, you, you should tell it. And if not, I can tell you what I remember the story being. Tell me what you remember. And I remember is that, first of all, the interpretation of the story had a big impact on my life. So if I got it wrong, don't mess with me.

Speaker 2: [42:03](#) But here's the deal. So John Maxwell had this big speech, this is what I heard, right? And, uh, something happened with his son where he couldn't do the speech and it was a big, like, it could have been a game changer for his business. It would've been like one of the biggest speeches of his life. But he had to call the organizer and basically say, not going to do this. I need to shop for my family and you shop for my son. But then what happened was that he actually got a phone call from the organizer that somehow gave them another chance. Somehow he was like, yeah, Hey, by the way, you know, I know you couldn't go here, but you can do here. You could still win, right? You can help your son and you can do the speech. And John Maxwell said, thank you, but no thank you.

Speaker 2: [42:40](#) And he said the reason he turned it down was because if you went and did the speech, it would have taken away from the sacrifice that he made and the gift that he gave to his son. By honoring him with that sacrifice. No, really stuck with me. And by the way, I've debated that in my mind where I say, oh, Maxwell should have totally done the speech. His son would have been fine, everybody would have won. Right? [inaudible] and I could see that argument. And I've also presented this to people over time and enjoyed the debate. But let me tell you what happened. This is really cool. So last week I'm in a store here in Austin and I'm walking up to the checkout line and standing in front of me is Abra Marcus. Now Aubrey is a guy who in case you guys don't know, runs a company, has a company called Onnit.

Speaker 2: [43:24](#) I think he's in business with Joe Rogan, isn't he? I think he's, yeah, the partnership with those two. But anyway, Aubrey has quite a presence here in Austin. He's an influencer. He's friends with several of my friends. And I just know that we should eventually meet at some point, right? And I'm like, oh, he's standing right in front of me. This will be a great chance to meet Aubrey. And uh, and even though they're, it's like kind of an awkward thing to introduce. I'm thinking like, Hey, there he is right there. I'm just going to say hi and introduce myself. We have several mutual friends and then tiger right in that moment taps me on the shoulder and he says, hey, he goes, I want to show you this dessert back in the dessert. And I'm thinking to myself, ah, buddy, hold on. There's somebody really important right here in front and I'm going to say hi, but in this moment I literally go back to that story, Johnny Kane, and I think I can meet this influencer, this person who I'm a big fan of Aubrey's work and I'd love to say hi or I can honor my son in this moment.

- Speaker 2: [44:18](#) And who's more likely to be a lifelong relationship, right? Maybe it's Aubrey, but it's more likely to be my son. Right? So just to honor your point rule in of like who, who am I running the game with in life? And so I said, yeah, go look at it. And I literally
- Speaker 3: [44:32](#) just jumped out a line. Now here's the part where it gets even better. So I've bailed on Aubrey and felt great about it. Right? Didn't you say hi? I didn't say anything. Just felt great about being there with my son. We went, we looked at the dessert, we bought the dessert, we went back up to the counter and Aubrey was still there. And I was like, oh, look at this. I can still have a win and I can still say hi to Aubrey. Right? But I said, no. I picked another line because I didn't want to sacrifice the gift that I gave. Not only I felt tiger, but me was the honoring of my son. Now what do you guys think about that? Should I have just introduced myself? Was I crazy? Was John Maxwell crazy? Like, dude, I realize like we're gonna wrap here in four minutes, but I needed to get your opinion.
- Speaker 3: [45:14](#) I think we're at time right now. I think that if the people listening to the podcast, if they tune into the next podcast, [inaudible] here, the resolution, give me your 62nd reaction to it and then we'll continue this dialogue, uh, at another time. But give me your 60 seconds crazy art or what's the deal? I think there are two there turn situations. I think the Max one I could, I have a hard time with that one, but I understand why and I, I mean I love the depth of thought there and the depth of sacrifice. My thought with you, John, is that somebody cruiser, I think it's always better for somebody to make the introduction and Brag on you the way that you should be bragged on versus you just stop and say, Hey, I recognize you. You're in a position of weakness. Going up to somebody and saying, Hey, I recognize you more as a fan versus owl or somebody who's boys with them says, Hey, you got to meet John Broman.
- Speaker 3: [46:14](#) Right. I think it's actually a blessing in disguise that you didn't go up and talk to him. I think if you want to connect with Aubrey as a peer versus as a fan, it's better for somebody else to do, to be a, the introduction and build you up properly. Awesome. Johnny, I just sent you the notes from [inaudible] August 12th, 2012 of this massive, so you've got, yeah, but the quote was exactly, you know, if I take it, it will cheapen the price they paid to my and my son's eyes. So that's the story. You got it. But what John Maxwell says, he's, he got it wrong a lot of times. That's the one time you got it right. And that's the story he told. So as a dad, he realized that there were many times that by being distracted, by doing something else, combining,

leveraging, all those things that the kids figure out that you're like, you're doing all these things and you're not right here. And so I [inaudible] there is a time when you have to value that one on one experience or connection above the group dynamic. And Yeah, you know what, I love front row dads, but I also love Roman with Adam stock. And I love, uh, when John Ruhlin comes to

Speaker 2: [47:30](#) Philadelphia and we just sit and talk and I love when you and I sit on a beach in Miami. Sounds very romantic and uh, you know, just have breakfast after a wedding when everybody else drank a lot and we were sober and just up early to hang out. You know, and I love when my wife and I get a day together and I love, I love that. [inaudible] I think the message there is value putting your attention and intention into that individual relationship. That's what I get from Maxwell Story. You think it's value different at different times? I think it can change but if the idea behind it I think is solid. Adam, 60 seconds. You got anything? I just sent you a chat message.

Speaker 2: [48:15](#) So funny. Literally a message popped up as I said, it said don't call him. Well I believe that's not because you don't have anything to add but because I've run you guys four minutes over and you guys have all sent me a message and said I have a til five after. So let me leave with this guys. And say thank you for the candid conversation. Thanks for bringing your heart to the table. Thanks for being my boys and, uh, for, for doing life together with me and the Romans and you've added so much to my life, to my family, to my boys. Thanks for loving on everybody in the way that you do, in your own unique ways and showing up for me, you know, in so many ways in life even today. So thanks guys. I really appreciate you. I love you. I can't wait to hang with all of you at the October Dad's retreat, the 23rd to the 25th. Every single one of you just showing up big for the boys. It's great. It's like you guys are all great love you boys. Have an awesome day. Thanks again for being part of front row dads. No problem. I mean, Adam's got five kids and he's going, John, don't scare.

Speaker 2: [49:21](#) Okay. All right guys. Hey, well these boys jump off the phone onto their next calls. I just want to say thanks to everybody for listening in today and, uh, checking out the podcast. If you're enjoying this and you want us, let us know how we're doing on iTunes. Front road, [dads.com/review](#) do you want to join the Facebook community? It's [front row dads.com/facebook](#) and if you want to join the Brotherhood, we're opening up enrollment in November. That's it guys. Have an awesome day. Take care. Thanks John.

Speaker 5:

[49:46](#)

Hey guys, if you haven't already done so, go right now to front row dads.com/facebook and join the conversation that's happening right now on line. We designed this group for guys who are entrepreneurial in their thinking that are high performing guys with low egos. We're looking for the dads that believe in teaching their kids how to think, solve problems and be real leaders. We're looking for guys who believe in being family, men with businesses, not businessmen with families. We're looking for the fathers who have great knowledge, but also believe that they have so much more to learn. And we're looking for men who want to add value by sharing their wisdom and those that are willing to ask the questions that we all need and want to that front row dads.com/facebook or simply go to Facebook, type in front row dads and you'll get to our group and what we put in there, links to all the podcasts and videos and other resources that you can't get access to anywhere else except for in this group. We want to give you the best ideas to help you with your marriage, balancing work and family life communication strategies with your spouse and also your children, travel ideas and even suggestions on the latest gear that would save you time and help you be more effective. We've got updates on upcoming events and so much more. Go right now to front row dads.com/facebook and join the conversation. I'll look forward to connecting with you there.

Speaker 6:

[51:14](#)

[inaudible].