

- Speaker 1: [00:00](#) For me, so much of parenting is just making a choice to be a parent and that's been my world. Like it's my commitment. It is my thing. It is my, where I meet my kids and our family is designed around that.
- Speaker 2: [00:13](#) What's up front row dads? John Vroman here, if you are dropping by for the first time, I'm the host of this podcast where I get a chance to talk with amazing men like my guest today, Ryan pano, who we'll be talking to in just a moment. This is the show for men who have families, then businesses, not businesses, and then they happen to spend a couple minutes with their families. Um, my guest today, Ryan, I've known for a lot of years and in fact I don't even know how many but a too many to count, we'll say right now. And he has a guy who I met when I was doing work in the college speaking world, which Ryan has. Uh, how's a training company? He has a program called heart of a leader. They've been operating for more than a decade. Working with students and organizations of all types all around the world. Most impressively about Ryan is that he has been married to the beautiful Stephanie for 10 years and has two children, Charlie nine and Lucy eight. And uh, he hails from Michigan. He's with us today and I can't wait to get into this show. Ryan, thanks for joining us man.
- Speaker 3: [01:16](#) Yeah, it's awesome to hear and see you and talk with you again John.
- Speaker 2: [01:19](#) Well, it's uh, you know, if, I, actually I didn't share this with you earlier, but if I go all the way back to when I first met you, I feel like it might have been at an association meeting in New York city at the Marriott Marquis and at least this is one of my first memories with you. I remember seeing you present and you were in this room with, I don't know, a hundred students and you are doing some activity where you had them all like banging on their legs and there was a tiger chasing them. Do you know what I'm talking about?
- Speaker 3: [01:55](#) Possibly. That was back in the back in the early, early days in my mouth to no label. You know, we, everything we've always done has been built around transformation. And back in those days when we were working with students, um, you know, we were really focused on engagement, engagement, engagement in anything that we delivered and the more invested any audience member is and engaging that you're doing and the better your results are going to be. So that was our philosophy then as we moved into the corporate professional world. Now working with teams and organizations, same thing holds true. Uh, we do less tiger chasing and a little bit more, uh, uh, more what are you

bringing to the world kind of stuff. But it's a, it's still the journey friend.

Speaker 2: [02:41](#) Dude. On that note of engaging people, what have you learned through your professional work that helps you at home with your kids? I mean, as a man who literally as a living engages audience and help audiences and then helps them transform. What type of, do you take directly from your practice on the road and bring home to your wife and kids?

Speaker 3: [03:06](#) You know, the biggest thing for me that has been, and this is going to sound kind of a, I don't know what you want to label it, but a I'll say state change. I think whenever you work with a room, right? Like if I, last week I was with a group of um, healthcare professionals out in Nebraska and you're in a two day immersive training and your entire goal is to manage the room and change the state and get people to buy into whatever it is that you are offering. Like buy in, like invested in positive energy, invested in better relationships, invested in caring about how you deliver feedback. Like you got to get me invested. And sometimes like we all have life. Like we're all going through life. You all have things that come up that sabotage the energy that we can bring to a space.

Speaker 3: [03:54](#) And for me, being able to acknowledge that quickly and kind of change the focus, redirect, uh, change the state of whoever I'm working with. That has been huge. And working with my kids because you realize just how when you are a professional presenter, you do have to acknowledge that every individual matters. They can change the dynamic of the room. You can sway a room based on your presence and your energy and your vocal inflection and how you show up. And the same thing is true with your kids and with your home life. Right? There was a, about a year ago, I was on the road for quite a bit of time and Stephanie and I were going through some particularly tough moments in life just in general around us. We had a lot of challenges, a lot of drains, lot of things pulling at us. And I remember us getting in a state of every time I was on the phone, it was how's it going?

Speaker 3: [04:49](#) And she'd be fine. And she'd say, how's your goal with you? And I'd say, fine, fine, fine, fine. And then one day I got off the phone and I'm thinking of myself, I am really tired of fine. Like you are not put on this earth to be each other's finest raving fans with each other. And the next day you get on the phone, how's it going? It's going really great. Really good. How are you? Yeah. Yeah, it's going good. And I think the power of those nudges that influenced that how you sway a room. It's not about being

inauthentic. It's not about manipulating the people around you. It's about acknowledging that how you show up is echoed by the people around you. That's gonna. That's gonna matter in your kids. It's gonna matter in your spouse. It's gonna matter with your community members. That has been my biggest takeaway.

Speaker 2:

[05:36](#)

Yeah. Very cool man. Uh, Hey Ryan, before we go on with this, let me just pause real quick. So Ryan, I want to travel down this road a little more because I'm really fascinated by this concept of how much of what you do at work with a crowd that you are leading, uh, applies to life at home. Like I'm even wondering, like I pictured you just now in your living room saying, you know, are you with me? Yes or yes. The callbacks, the, you know, things like that cause it, and for me, what, I'm going to stall here for a second and just give you a second to [inaudible] what I'm ultimately saying, but for me it's like dinner time. Ah, we have a, yeah, a rectangular table for dinner. And I am now obsessed with trying to find a [inaudible] around dinner table because I've just recognized that in a room energetically speaking when people are all facing each other with kind of an equality, if you will, around the table that that's good for conversation. And so it's affecting how, um, you know, structuring things at home with my kids. Right. Can you think of any other examples like that, that real life show up every day with your wife, with your kids and, and even you could consider answering this on either side of like times when you've brought too much work home or times when you [inaudible] brought, were coming. It worked.

Speaker 1:

[07:02](#)

Yeah. So I mean, I, I a couple of things about that. I think that there is one environmental factors do play a role that we pay attention to that are living room. Whenever I walked into a space that I'm about to facilitate because 90% of the work I do is small group focus. It's, it's 14 people at a time. It's a horseshoe like we are, we are working in an open environment type experience and our house is somewhat facilitated, built around that same mentality. Our living room is designed where the TV is not at the center of our shared space. In fact, our couch, the back of our couch faces the TV. It's not designed in a way that isn't creating that social engagement. Our kitchen table, it's a big old circle. Like we are all kind of in that space together. Um, the, the uh, and I think, well bottom line is is we do things within our house that I have learn from my time on the road. I am not a trainer at home and I think that that is really important coming at home. And if my wife says something along the lines of AB, we should, we should try to, you know,

get to bed on time. I'm not sitting there and saying Hey, are we going to try or are we going to do it

Speaker 2: [08:22](#)

all marriage.

Speaker 1: [08:24](#)

So, but there are some things that I do believe in. I do believe that high energy creates openness. I do believe that open NRG creates connection and I think when you've got more connection, like you get out of your own way and you do a lot of things differently. So one of the things that we have facilitated within our, within our family is really whatever it is that we're working on, we make it a theme and just like, just like, well you know, like I've you present before and I think you're dynamic and you've got the front row experience type thing. Like it's awesome. Like our thing is energy is everything. Like we all have these statements and when we have these statements we put some kind of energy, some kind of, some kind of around these things to build in a sense of feeling.

Speaker 1: [09:13](#)

And I think that that matters so much within a family. You cannot just like be born around your kids and saying, Hey, you know, do your best. Hey, you know, it's about your attitude. Hey, it's about, it's about making sure that they know those things, but then they feel something when that stuff is set. So for example, uh, at one point my, my, my, my wife Stephanie about a year and a half, two years ago, decided to go back to school and get a second degree. So she, she comes to me one day, she says, you know, I've done all the research. I've thought about all of this. I really looked into it. I'm going to go back to school. And I was like, alright, like awesome, like goal, find that career that you really, really want that's going to make you come alive. I said, what are you looking into?

Speaker 1: [09:57](#)

And she said, Oh, nursing school. And my heart dropped in a heartbeat. And she could tell and I felt so bad about it. And she's like, well, well, well why are you, why are you feeling this way? And I said, you know, business is great. Our kids are finally transitioned in school. We've got some time roads going down. I feel like everything's settling and you're just like, let's stir the pot by going back to school, not to school, but like the intense nursing school that you hear so much about. We did and it's been awesome. It's been awesome. And there has been a lot of times like periods of time, seasons that have been stressful. Right? School's demanding. I'm on the road a, the kids are involved in stuff. Other external factors weigh in on life. There's been a lot going on during one particular season and we've made this a practice throughout our family's history is

whenever there's something that we'll working on, we celebrate the shit out of it.

Speaker 1: [10:59](#) So during that season it was Pinos do their best to knows, do their best. I knows do their best, everything's falling apart and they're like, you know what? We're just going to do our best man. We, we made this mistake, great condos do their best. So we printed out probably 50 signs out of our home printer that just said, do your best, do your best, do your best. And we put them on every cabinet in the kitchen, every refer, like the refrigerator, the walls going up the stairs. [inaudible] the kids' bedrooms, our bedrooms. So every time we just kind of wanted to feel like, Oh, life is really overwhelming. Wow. Like things are happening new year. We're all just kind of like, like doing our best to stay afloat. It was a constant Naga Pinos do their best, Pinos do their best. And that evolved into what are the four things that it means to be a panel?

Speaker 1: [11:52](#) Just like a training space. Just like in a business, you want to sit there and say, well what does it mean to be a part of front row dads? What does it mean to be a part of Microsoft? What does it mean to be a part of Google? What does it mean to be on the Alabama soccer team? Like what does it mean? Right? So this Pinos do their best thing turned into what does it mean to be a panel? And we had a family meeting. Each of us had to come up with one rule of what it meant to operate as a panel and we got an, those do their best. [inaudible] are always a team player. Pinos are raving fan and Pinos make mistakes. And then again tied to how I facilitate and what I've learned on the road of working with people. It wasn't just writing these up as signs and talking about them, but it was celebrating them.

Speaker 1: [12:34](#) It was when we made a mistake, it was Pinos make mistakes and stuff. And I did this all of the time and we wanted to role model that to our kids and we encourage them as well to kind of like pick up the weights and do this kind of thing. But we also acknowledge their authenticity and their individuality and no one wants mom and dad shoving down the throats of our kids. Like, Hey, you gotta be screaming Pinos make mistakes when you make mistakes. But we were doing this and it was really cool, John, because on the journey of celebrating what it means to be a piano on a journey is celebrating these nudges of behavior. We would see our kids in the most unexpected times. I remember about a year and a half ago, I got an email. I dropped the ball. I missed a, I missed a signature. I something. I had a verbal thigh come out of my mouth. It could be heard through the house. Stephanie's in the other room. She said, why? And I said, Oh, I just, I don't want to take it. I really

screwed up. I don't want to talk about it. And my daughter is sitting at our kitchen table and she's coloring and without skipping a beat, she just raises her fist in here and says, no, no, no. It's my goodness.

Speaker 2: [13:42](#)

[inaudible] you're powerful.

Speaker 1: [13:48](#)

Put your focus where it needs to go and if there's anything I learned in training and development that I bring home, it's the concept of what it means to be in this space with me, what it means to bring energy to the things that we're talking about and what it means to keep this stuff consistent so that it's celebrated. Not rules of engagement.

Speaker 2: [14:12](#)

Mm man, that is so great. I want to get into the celebration piece. I also want to get into the energy piece and maybe all of this is the same line of thinking and you can kind of take it wherever you want, but I want to make also make a comment here that the idea of, it's not what you say, it's how you say it. Both are important, but perhaps even more importantly is how you say it. I learned this as a sneaker. When do you remember, I used to tell the story about the super fantastic tollbooth lady. Derek, do you ever hear me tell this story? Okay. So I, you know, anybody that doesn't know the basic premise of this is that I pull up to this toll booth and this woman's collecting my money and she asks me how I'm doing and I tell her I'm great.

Speaker 2: [14:51](#)

Then she challenges me and she's like, no. And she looks at me like she's really angry. She goes, you are fantastic, right? She just, and this story, it's like I tell this story, I've told this story for years and years and years. It's true story by the way, which is really makes it even better. And what's really cool about that is that, uh, that story became like a trademark story. What's also interesting is that there was a point in my career when I was telling the exact same story and getting no reaction from the audience. And I remember going to somebody saying, what's changing here? Right? Like they used to laugh, they used to love it. Now they look at me with this blank stare and I realized it was all about the timing, how I was telling the story. And that's the first time it really hit me.

Speaker 2: [15:36](#)

And then I realized it was happening at home. It wasn't what I was saying to my wife. It was almost like when I was saying how I was saying it, it was the packaging that made so much of a difference of what was being communicated my kids as well. Right. It's the tone and the tempo and the energy that came behind those words, which I think is a speaker or a trainer is so very important is why one person try to repeat somebody else's

joke or their stuff and they can't do it because there is that energy factor.

Speaker 1: [16:04](#) Yeah. I'm going to tell you right now, there's been a, I am a positive solution oriented human being and there's been plenty of times in my life where working with, uh, with my rockstar human being have a South where she's like talking about some things and I just want to go into like that. Yeah, babe. But here's the solution. And there's a lot, she doesn't want to hear the solution all the time and that's okay. And that is old. And I think, I think all of us, the how you say it, the, when you say it, I mean that that stuff matters. Yes, it matters what you say. But yes, that stuff is, things are things that you should think about. But I'll be the first to say I don't think the world needs more information. I don't think the world needs more rules on the wall.

Speaker 1: [16:48](#) I don't think we need more content. I think we need to really start focusing on what does the heart we're bringing into a space with the energy we're bringing to a space. How has that felt by our kids, by our, by our spouses, by our community members? Like that's what they need. We don't need more parenting books. We need a lot of us to just get out of our own way, uh, and, and start trusting our gut to say, be a Frick and parent first. Bring your best self to that world. Make that your damn priority and get to work. And I think that that matters. And when you start to make that matter, you pay attention in a very different way.

Speaker 2: [17:20](#) Yeah. Well that was a good time to interrupt this podcast for a commercial, for my new book coming out. Just jug it. So, so here's the thing. Let's talk about celebration because uh, I really want to get your take on this. This is something we believe in, in front row foundation and this is where we align completely three values of front row foundation, hope, celebration and presence, right? We look at hope is casting, you know, uh, our sights into the future and how can we bring the power of possibility into this present moment to do something about it so that hope isn't wishful thinking. It's an action that we get to create some energy. Now with that we also have celebration, which is looking to the past and saying what just happened that we can bring more energy from what worked into this present moment to change how we feel today. And then there is all of what we do with the present moment. So those three things, your take on celebration, what does that look like? How does it work? You gave us a great example, but dig a little deeper into that. About what is your framework behind that? How do you

teach other people to celebrate and find true celebration within themselves and with others?

- Speaker 1: [18:31](#) Man, what a, this is why you are the real deal, John. That's so, that's a pro question right there,
- Speaker 2: [18:38](#) right?
- Speaker 1: [18:40](#) How do I bring celebration in the world? You know, for me a big part of celebration is it's being extremely like not to get into the technical things. It is about being extremely aware of how we process negativity and how our brains process that at such a heavier weights at a, at such a a more intense level than we do the positives, right? If you look back the last 1819 2030 40 years of your life, the moments that really, that really make us stand out Wathen and nod are those ones that that were challenges that were hurtful, that were hard, that were embarrassing, that we're who knows what. It's those moments that as we go through life, if we're not intentional, we find ourselves saying, well, I don't want to feel that way again. And all of a sudden through little ways or big ways, we avoid situations and opportunities that put us in situations that might be really, really, really good for us, but we avoid them because we, we don't want to risk feeling that [inaudible] bad that we felt in the past before.
- Speaker 1: [19:48](#) So for me it has been exceptionally important that my kids do focus on the positive. They do celebrate themselves that, and it's hard, right? We, we, we are environments that are structurally designed and built to not focus on that, right. My kid, my son especially like he's at the grade level where he is getting percentages at [inaudible] home when the minuses are starting to show up on the worksheets, right? It's not, it's not plus 98 it's minus two, right? They've got a clip system at school and the clip systems are our behavioral things where if you break a rule it's you got to go in and lower your clip down once if you break one of the rules. But if you're on an exceptionally good behavior, you're going up the clip ladder and I'm going to tell you right now and you probably are aware of this, John, ask yourself, what do you think the teachers are paying more attention to for the clips?
- Speaker 1: [20:47](#) Think about what do you think about all that? What do you think of the negatives and the, I think that's stuff I understand why it's there. Like we need that behavioral type things like we, we, we need our brains to teach us what not to do to stay safe. We need our teachers the world to recreate some kind of a structure for consequences and rewards and I understand that

but without proper discussion, without really leaning in on the positive, without as a dad, as a man of the house, being an individual that cultivates the spirit of celebrating and learning through mistakes and Pinos make mistakes. Without that, you are letting your kids can create their own meaning to this. So what I mean by that is early in Charlie's educational experience, he was coming home and I would ask him about other kids at school and I would say, well how so-and-so, Oh, a phone, so's a bad kid. What do you mean so and so's a bad fit? Well, they had to move their clip down twice today. And I'm like, that's bad.

Speaker 1: [21:49](#) You know? But without, without the discussion, and I don't mean just, you know, going back to this energy and how you celebrate things, celebration to me is, is building up. It's bringing as much as equal amounts of enthusiasm, if not more to the processing of that's not a bad kid that we do when we are using our patients, where we are finding ourselves frustrating or we are explaining, I mean think about how much energy goes into explaining a clip system. Just explaining it. So I'm just giving you the information that takes a little bit of information of energy to talk about are rewarding consequences. Some, right [inaudible] and [inaudible]. It takes a great deal of energy now to now explain what this means and explain that if someone goes down in the clip chart, it's not bad. Like there's a lot of things I think we just don't realize and think about.

Speaker 1: [22:43](#) So they go interpreted by the world around us and by our kids, without us fully appreciating how they might be taking that in. So your question about celebrating and energy, I don't know if I have a framework, but for me I have a real mentality of making sure that when we, that when we talk about making mistakes, we are not losing our patients, but we are coming from a place of can always make mistakes and how do we learn from this? And this is part of the growth world and if my son is out playing baseball and he's out in left field this like, and he's bored off his rocker because he doesn't know why he's in baseball, but he thought it was a good thing to sign up for and he's doing his best and he's doing his best. But I can also acknowledge like what last year he was in third grade, he's in third grade, he's standing out in a field and when he's done getting us FBL, I can easily say, Hey buddy, you got to plug in.

Speaker 1: [23:37](#) So when those balls come your way, you're there and present ready to rock and roll. And I can give corrective feedback as much as I want. At the end of the day, a of kids are going to take that as I wasn't doing a good job or I wasn't doing what I'm supposed to do. And for me it's really making sure that before your kid gets off the field, before they get out of the classroom,

before you review their homework, you take a moment to yourself to say, what if I see a zero out of a hundred? What is a way that I can stop like a tackle this moment that's gonna leave my kids feeling empowered and excited about the next test, not to feed it and scared about another zero.

Speaker 4: [24:17](#)

Yeah, man, you know this is,

Speaker 1: [24:19](#)

I'm talking a lot, I hope.

Speaker 4: [24:20](#)

No dude, this is, this is great. What's up guys. Hey, I want to take a quick second to tell you about our next open enrollment for you to join the brotherhood. This happens twice a year and our next open enrollment is November 1st through the 15th I think you might be asking what is the brotherhood that's currently a group of about 120 high-performing, hard-charging, entrepreneurial men who decided that they not only want to keep growing their business, but that it's more important to grow their life at home as husband and as a father. Our group of men gets together and they have valuable discussions around five key areas of family life, thriving relationships, which is really your marriage, intentional parenting, which is considered that education integrated living, which many would call a work life balance, emotional mastery, your self awareness and the awareness of your family, a consciousness, and then of course vibrant health for all.

Speaker 4: [25:10](#)

A couple of times, every month our members hop on a video chat. We have active conversations on the most important subjects relating to family life. Guy share their best ideas. They asked their most pressing questions. We cover all the ideas that help guys that are new families and guys that have teenagers that may be finishing high school. The conversations are real and raw. We challenge each other to grow. We have challenges throughout the year for our community. In fact, as I record this, we're just in the middle of one where we're doing something amazing for our wives every day for the month of September, and we've created a space to have conversations that aren't happening anywhere else in our lives. You know, many of us have business masterminds that were a part of, but only a few have family masterminds that they're a part of. We even have a membership area where we host all the replays from our calls, which is accessible from an app so you can listen on the go while you're working out on a walk in the car, whatever you're doing.

Speaker 4: [26:01](#)

We have small groups within the brotherhood called bands. Usually four-ish guys are banned and we also have two retreats

per year that are around 40 or 50 guys. You can see a few of the videos on our retreats and what a band is about. You can read about all that @frontrowdads.com the brotherhood is designed for men who want to be family, men with businesses, not business men who happen to have families. It's designed for men with wisdom who are also wise enough to know that there is more to learn and you know one of the things we say in our brotherhood is it's not always about new, it's about true. It's about reminding yourself and others about the core principles that make it all work. This is for men who value the benefits working on their business versus in their business and they understand that the same rules apply to our family.

Speaker 4: [26:49](#) Like I said, the next open enrollment is November 1st through the 15th we'll be posting about this in our open Facebook group, which you can get to by going to front row dads.com/facebook connect you right to the group and also we'll send out notifications through our weekly insights email. If you're not getting that, you can sign up for that. At front row dads.com guys, I just want to say this group isn't for everyone. We know that this is for high-performing hard charging entrepreneurial men who want to invest in their families like they would anything that's important in their lives. This is a unique community. There's nothing like it anywhere in the world and uh, if it feels like it's the right brotherhood for you and join us in November and I'll look forward to talking with you on a future call or meeting you at a future retreat.

Speaker 2: [27:30](#) Here's what I think is a really important conversation, I think for every dad to be thinking about is how much are we catching our kids doing the right thing versus how much are we catching them doing the wrong thing where they're, this is a huge piece of being a father. I think it's arguably one of the most important is because we want to let our kids know if they do something that's like, we want to write tiger yells at his mom and calls her a bad name, I need to address that. [inaudible] I need you to step in and say, Hey buddy, that's not appropriate. That's a, that's an okay moment to do that. Of course. I think that what's also important is that it's like the Lazada line, the three to one positive to negative comments, and you just say, look, it's not about should you or should you not call them out?

Speaker 2: [28:18](#) You should've call them out. Of course, it's the ratio in which they're developing their identity around and yeah, and it's catching them doing a lot of right things, which I don't think I'm, I get it intellectually. I get, I go through seasons where I'm really focused on it and I think I do great. And then there's times when I just lose focus and I naturally go back to, Hey buddy, that was

incorrect. Hey buddy, you forgot to do those dishes. Hey buddy, you forgot to get your food, your shoes on the rack. Hey buddy, you forgot to bring this home from school. The next thing you know, at the end of the day, you did 10 things wrong. And I didn't tell him one thing that he did. Right? Yeah. Yeah. I think that's a really big issue.

Speaker 1: [28:53](#) Well, and I think it's important when we get lazy, when we get unintentional, that's those are the habits that default to us. You know? It's like, it's like, it's like a, it's like an employer in a job, right? Like how many of us are familiar with giving feedback 100% of the time when we do something wrong and less than 5% of the time when we do something right, right. Like and and that kind of mentality. Like it's the same with your kids, but with your kids that matters even more, that you're authentically, genuinely in a present kind of way. Giving them that feedback when they do something well and if you're, if you're, if you find yourself getting lazy and tired about it, it really is about creating the environment around your space to remind you every time I'm working on something personally, there's a wallpaper on my phone that nudges me towards that.

Speaker 1: [29:38](#) There's a wallpaper on my laptop that me towards that I've gotten some printouts and post it notes in areas of my house to really focus on that because for me, right, the biggest challenge of being a dad, it's how much I travel and is it the, Oh, I'm away from home. Stuff like I acknowledged that. That's hard. My biggest challenge of travel is when I'm in the car or on an airplane and I'm to myself and by myself. All it is is a journey of beating myself up of the things that I did wrong as a parent that week and reminding myself of how I need to be better than next time I'm home. And for me the less time that I'm on that road and I'm feeling those pitfalls of like regret or man, I responded to my daughter the wrong way in that moment.

Speaker 1: [30:26](#) Or man, I really wish I would have focused on this with, with talking to Charlie about his homework, the less of those conversations that I have, the better I did the week before. And because that pattern comes to me frequently of I've, I've been home and now I'll be heading to Virginia next week, right? And I, I'm well aware that that plane ride is going to be fraught with thoughts of what could I have done better. I'm going to be gone for three days, man. I miss my kids, man. I, I love being home when I get home. How do I reset and be rock star dad again? Like how do I make this happen and I'm gonna give it my all. And then a week later I'm, I'm, I'm keynoting for a bank and I promise you, John, that ride to that bank is going to be fraught with conversations to myself of like, Oh that one moment didn't

go the way I wanted it to. How do I come back and make sure that I'm better and over time I really think through that intentional practice and thought, I feel like for myself, I've gotten better as it.

Speaker 2: [31:29](#) Well, let's talk about how you're making the most of your time at home because you do travel a lot. You're, you're, you're on the road running these events. Let's talk about the time at home and I'm going to just shortcut us right to what I wanted to get to. Dude, you posted a picture of your game wall with this Epic game collection. I mean, you've got a hundred games there. I don't know. It's crazy. I even went down the stairs. I sh you've made a difference to the Roman family cause we used to keep the, the kids games in their room, in their closet. You know, I was like, we can't do that Tatyana. So this past week we moved all of our games downstairs. They're now in the living room, full plain sight and thanks to you and I showed her that picture and I go, this is what we need. Right. But talk to us a little bit about that and specifically around games and engaging with your family when you are home. Where are you winning there?

Speaker 1: [32:23](#) Yeah. You know, for me so much of parenting is just making a choice to be a parent. Like there's so much of it is just making sure through your parents like, and that's been my world. Like is this my commitment? It is my thing. It is my where I meet my kids and our family is designed around that. Like I love board gaming. I love gaming because I think it creates community. I think it's something to have fun around. I think it's something to laugh around. I love board games, I love our kids, love them. Lucy loves play. I love play and imagination. We've got a great big beautiful a yard that we're in all the time. And when the kids want to make something or build something or craft something, we can freely do that. We garden together. For me, winning at home for me, uh, the things that I engage in with my kids is really allowing them to explore and play and have fun. So, or remind me of the focus of the question one more time.

Speaker 2: [33:21](#) No, it's great. It's, it's just about when you're home making time. And let me, let me also preface this with a challenge that I faced. I remember being on the road and coming home and feeling like I'm exhausted. I go all the time and it's almost like what I wanted to do is be like, guys, let's all huddle around the movie, right? Just like veg out and look at the TV. I actually respect and admire the fact that you know, you're playing these games cause so many times I'm like, Oh the energy to get the game out and set it up and then they're going to hear whining and then, Oh the bliss of just turning on a movie and he just

shuts up. Cause it's so great. But I know that's not the right answer. It's just how I do.

Speaker 1: [34:02](#) I'm going to tell you why. Listen. So our programs to put it in perspective are exhausting. Like I travel, I'll travel for a day. The main program I facilitate is two days long. We go from eight in the morning until nine at night, and then eight in the morning til about six at night, two days in a row. And it's go, go, go. It's intense. It's not a lecture. It is intense. It's immersion. And when I get home, you're dead, right man. The last thing, the first thing I want to do is just like, Hey, let's watch a movie and chill. Uh, but I'm not going to give my world's greatest gifts to people that I might never meet again and then bring my leftovers home. Like I'm not,

Speaker 1: [34:40](#) I'm not about that lifestyle. And if I am about that lifestyle, the career that I've chosen is not suitable for what I want to be as a parent. And that to me is an important focus. If I, I find myself getting home and we all need recharge, we all need it. And there are plenty of times where I have had very intentional conversations with my wife where we've had plans for when I get home and I get home and I feel my energy just stocked. And I say to her like, Hey, I don't think we should go out with so and so tonight. And it's like, yeah, but we made plans two weeks ago and it's like, I get it, I get it. And I'm sorry for that. And I don't mean to be a Dick. I'm really thankful that our friends, we're close enough with them where they can acknowledge and honor when it's like, Hey, tonight's not going to work out.

Speaker 1: [35:29](#) Think Greg, great, no big deal. Like they're not going to be hurt over that. And I'm grateful for that. But I, I think you need to be intentional, that kind of stuff because if that's going to be more energy draining, so I can't be patient, I can't be of service to my kids than what is the lifestyle I'm creating. And that's why I think parenting is commitment. That's what gaming gaming helps because I'm really the first Italia that there is some level of, I don't have to put on the show. Uh, I think art projects are great with the kids because again, there's some level of, we have a shed full of broken stained glass glass. We've probably got like crates and crates and crates of this stuff so we can make mosaics whenever we want to just break some glass and put this stuff together and these types of activities.

Speaker 1: [36:16](#) It doesn't, you don't need to be an artist. You don't need to have a history of arts and crafts to do this kind of stuff. There's a lot of people that are probably listening to this right now thinking, well, I don't have art talent or you know, games. I never really liked monopoly growing up and all that kind of

stuff. One, monopoly stocks find different games. I'm happy to share a list, but two, you don't have to be a gamer. You don't have to be an artist. You don't have to be some of these things. You just need to create a space of something to do. I think working with a lot of parents, what I've come to learn is so many parents want to put on some grandiose, dang right. I've been, I, I've been working so much, so Friday night I have to go on a date night with my daughter.

- Speaker 1: [36:57](#) Hey, date, date with your daughter is an awesome thing and you don't have to get in the habit of every time you are with your kids. You need to comp overcompensate. You need to do something grandiose and have some big ordeal planned out. They want your time, energy, and love. That's what they want from you. They want it and that sometimes that's putting a blanket up and building a Fort and just laying and looking at the ceiling or while you share a story. Sometimes it's just, it's play. It's just being present, man. Like you don't have to be grandiose. You can just get to work.
- Speaker 2: [37:33](#) Do you ever feel like you're not good at play? Do you ever feel like, like I remember playing army characters with ocean who's now about to turn five and this is literally going back a couple of weeks and I had to really work with myself. Yeah. Yeah. My self into playing army characters. Cause like he's like, let's set up. I don't like, okay so all we're going to do is just set these up. My logical brain is going, this is really not fun for me, but he's having such a great time. There's a disconnect there at times.
- Speaker 1: [38:06](#) Yeah. You know, there's, your brain wants to default to some level of what's the return on my end?
- Speaker 2: [38:12](#) Yeah. I was just being productive. Right?
- Speaker 1: [38:15](#) Yeah. Like so for example, we used to, and I mean used to, we used to do these Charlie Lucy adventure stories. So at night I would, I would just make up the story and I kind of let it be a free flowing form free thought. And the characters would have voices and there'd be a lot of vocal and movement. And every night it was a new Charlie Lucy adventure story. And every one of them started with a, there's a big green house in the middle of the woods and there was Charlie and Lucy and the kids loved them and loved them and loved them and they are always improvised type things and they would get to a point where it's dad tell us that. Tell us that one, the one that you told that one time and I would always be like, I don't even remember what I said. Like you guys started out, no, no, no. We want you to start

it out and your brain just goes to a place of, can't we just read a book? Like can't we just do something else? Like please no,

Speaker 2: [39:09](#)

don't use

Speaker 1: [39:09](#)

those moments because you're right, there are times where my, I'm not effective at what it is. I want to be effective. Dove in in that moment of a Charlie Lucy adventure story. I can't improvise play for a long amount of time and that is why I really do go to the board gaming side of things because, and I'm happy to provide this to you and your audience man, but like if you can get a solid game collection, there's such a variety out there of games that have alternative and they, they, they engage your brain and they're strategic and you're proud of your kids as they're making these decisions and negotiating and they take anywhere from 10 minutes to two hours and I mean there's just such a world of gaming out there that that helps in mitigating some of that imagination energy.

Speaker 2: [40:01](#)

Could, could we put a list of maybe the Pendo family top whatever, three, five, 10 games in the show notes. Oh, my website. All right, cool. Sounds good.

Speaker 1: [40:13](#)

There's one thing I love talking about more than like family and work. It's gaming. I freaking love it. We host a Peno con once a year. It's a big gaming weekend at our house. This year we had about 60 people in and out of our house. It was awesome. It's been huge for us.

Speaker 2: [40:28](#)

Front row dads.com/ we'll put it at slash one 11, which will be the podcast, a number episode. Uh, for anybody out there who wants to go get Ryan's list, whose top, whatever number we put there. Um, let's just, let's pick one real quick and talk about it for a sec. What's a game, a board game that maybe gets pulled off the shelf more than any other

Speaker 1: [40:51](#)

for family, for friends,

Speaker 2: [40:53](#)

probably for family. We're family. We're not talking cards against humanity or no more than anything else,

Speaker 1: [41:04](#)

man. The kid we play for Lucy is not as much of a gamer as Charlie. Charlie really is into it. Charlie's the case who can listen to a rules for 15, 20 minutes and then play by the rules. Lucy wants much more imagination for that are kind of like, like just like what, uh, like not as into the rules and stuff and just want to play. We have a game called rhino hero takes all about five

minutes to play. Really easy. Set up, you are building a tower with cards while moving this little figure up to these, this little tower of cards. Whoever knocks the tower over loses. It's a really straightforward game. Your goal is to get rid of your deck of cards during the stacking process. Rhino hero. I highly recommend that for families. It's a really, really solid one. We've got another game called King of Tokyo.

Speaker 1: [41:53](#) It's Jase, but your giant monsters fighting each other. That one's a lot of fun for families. And then most recently what we've been playing a lot of our two games, one is called Dragonwood dragon. Dragonwood is you're trying to, you're trading in sets of cards to try to capture little monsters or whatever. So it's got some dice rolling. It's got some um, card collection and set some push your luck elements to it. It's a lot of fun for something that's a little bit chunkier for something like Charlie's age and older. If anyone out there is listening to this, I highly recommend this game called champions of mid guard. I won't go too far into it. It's going to get kind of like chunky when I talked about it, but I can go on and on Matt.

Speaker 2: [42:41](#) Yes you can. That's cool man. I really liked that. Do you have a card game that you could play that you like to play with? Just uh, a deck of cards. That's it,

Speaker 1: [42:55](#) huh? Yeah, we do. And we've got some others. We do. We don't, not, not as much as, as usual. If you're looking for something you can just pick up and play. Like today you could make, take three index cards and at the game called 'em win, lose banana. It's a lot of fun. Uh, you take like a queen of hearts and call it the wind card or you can write when on it. You could write, you could take another card, put lose on it or call it the loser card and the other one's called banana. How the game works is you shuffle these. It's great for families. My kids love this thing. John, you shuffle these cards up, your passionate. So when the losing the banana out, whoever has the winner and immediately says I'm a winner. And then the two other individuals have to convince that person who has the banana card.

Speaker 2: [43:39](#) So you have the banana, banana

Speaker 1: [43:43](#) and ocean has the loser card and, and Oh, she's like, I've got the band, I've got the barrier. You gotta pick me. And if I pick ocean he wins and you and I lose. But if I pick you cause he got the banana.

Speaker 2: [43:57](#) Cool. Ryan, this is so fun man. This has been a really enjoyable chat. Uh, Hey, before we go and ask you two quick things and I know we're up against the clock here, so in the next three minutes, take as much time as you want on either of these one you got to tell us about the pin yadda that you showed me before we started recording the show. You got to tell me about that. And then number two, tell me about an Epic dad that you know of that you think is just doing something great. And what is that? So Kenyatta Epic dad go.

Speaker 1: [44:28](#) Okay.

Speaker 1: [44:30](#) Kenyatta, uh, one of the, so going back to the gaming thing, this will take all of two minutes to explain. We have really built a community here of gaming. Like, uh, we've, we've got a bunch of friends, family, friends that I have never been exposed to. Some of the games that we, that we play couple of years ago, Stephanie says to me, you should have a game night. And uh, I called up a couple of buddies. Sure enough they came over. We had a great time. So now we host like this, like a guys game night once a month and once a month as well. We have families over just for like couples game nights. So we have really become, we love community building. We love it. So in a couple of weeks, uh, to celebrate some of our business, like we have people that come through our training and a lot of the graduates in our community to kind of like get them all together and to just celebrate, fall and bring some people together, which we love doing.

Speaker 1: [45:26](#) We probably host something quarterly at our house. Um, we're having a big bonfire. We're having a, a movie on the lawn. We're gonna have some yard games and some smores. And I made a giant Frankenstein head piñata for the kids for when they get here. I love like, I love the arts and crafting type stuff. It's a lot of fun for me. So the kids and I got to work yesterday on a pen, yada. So that'll be done by the end of this weekend for our, a great, great, great group of good energy. People get together next week. So that's the piñata story friend.

Speaker 2: [45:58](#) Yeah. That's awesome. And how about an Epic

Speaker 1: [46:00](#) side hustle? If anyone out there wants to cut that?

Speaker 2: [46:05](#) Uh, how about an Epic dad? What are they w who do you respect and why?

- Speaker 1: [46:10](#) No, I'm going to point out, uh, an individual that's been a phenomenal friend and mentor of mine throughout my entire life or throughout my professional careers. Name is andon Johnson. He and I worked very closely together. We speak much the same language as far as energy. Uh, we both do the same trainings for the world and uh, he, he has been a role model of, of family rst. He has done that. He integrates the stuff that you and I, we believe and we talked about, and you brings that to his family in such a phenomenal way. His kids are real. They show up in the world and in a way that emulates just kind of good energy, good people. Then all of that comes through through the, the role modeling that brand and his wife has done. I think it's huge.
- Speaker 2: [46:57](#) Do I think you just said it, man, that's a great note to end on here today, which is showing up. We talk about that a lot in front row dads is you have to show up that, uh, you know, I, I met somebody recently who was on the road a lot, a lot, a lot, and uh, I just did that. I felt permission to be able to do this, but I remember just putting my, my hand on this guy's shoulder and I just looked at him and I said, you know, dude, your little girl needs to feel your energy. Your presence have to be there. You carry Ann or uh, with you when you, when you speak your voice, uh, you know, has a vibration to it that is literally piercing her heart in the most positive ways that you cannot do from afar. And uh, and, and, and I believe with my whole heart guys that we are not going to pass along our most valuable family values through.
- Speaker 2: [47:51](#) And I said it, I love it through movies and video games per se. I think we're going to do like, in other words, you can't outsource this to somebody else. You can't check out and constantly put on the movie or hand them an iPad or send them off to school even or whatever and think you're going to pass along your most cherished family values. We have to be there. We need to be engaged. We need to be doing life with them, right? Like we need to be doing life with them in the way that we know how to do that. So Ryan, thanks for being a great human. Thanks for the impact you're making professionally in the world with your programs. Thanks for leading at home. And when you are there stepping up big for your family, uh, being playful, engaging with your kids and uh, really appreciate you man. Thanks for making time for the front row ads podcast today. Anything else you want to say before we sign off?
- Speaker 1: [48:44](#) No, John, I think you're doing a hell of a job and I appreciate it. So just keep at it friend. That's awesome stuff. We need more

conversations around this stuff so that we can all learn and grow from each other.

- Speaker 2: [48:53](#) Yeah, brother for sure. Um, if guys want to connect with you or reach out, how can they find you?
- Speaker 1: [48:59](#) Yeah, you can. I'm going to say go to my website. It's Ryan no dot com oor you can email me at Ryan at Ryan Penno dot com. Those are the best ways to kind of get ahold of me. I'm also on Facebook. Other than that, I am the world's most not effective social media. Yeah.
- Speaker 2: [49:16](#) In the room. The room
- Speaker 1: [49:19](#) prove I'll say that, man. So if anyone wants to reach out and talk, we can chat leadership, we can chat family, we talk chat board games. I love it all.
- Speaker 2: [49:26](#) Awesome man. So guys, this will be under episode e even yyou'll find erything at front row dads dot com iincluding links to the games that we're going to share. So, uh, Ryan, thanks man. Have a wonderful day. Hugs dear family.
- Speaker 1: [49:39](#) Thanks brother. Have a great e ttoo.
- Speaker 5: [49:41](#) Hey guys, if you haven't already done so, go right now to front row ds dot com slash Facebook aand 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 answers to. That's front row ds dot com slash Facebook oor 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 ds dot com slash Facebook aand join the conversation. I'll look forward to connecting with you there.

Speaker 6:

[51:09](#)

[inaudible].