

What People Are Saying About *Something More*

“Too many of us end up learning how to work efficiently but not effectively. Because of the demands on our personal and professional life, we play defense instead of offense with our time, energy, and resources. We just want to make it to Friday and hope that ‘nobody gets hurt.’ In this book, Randy Hain provides a road map to working and living on purpose. I highly recommend it to people who want to take control of their lives again.”

— **Dr. Tim Elmore**, author of *Artificial Maturity*,
speaker, and president of GrowingLeaders.com

“About four decades ago, the cultural search began in our society for ‘true happiness.’ The next target was ‘personal freedom.’ That was followed by a wish for ‘having it all.’ Finally we were told that we should seek ‘greater fulfillment.’ Interestingly, none of those pursuits ever became fully realized because, as Randy Hain has shown us, the inherent virtue in all of them relies greatly on an individual’s examination of self and on a determination to properly order our spiritual, personal, and professional endeavors. *Something More* guides the way.”

— **Allan J. DeNiro**, senior vice president and chief
people officer of Haverty Furniture Companies,
Inc., and author of *Failing Into Greatness*

“What has made my life meaningful is believing that, every day, God has a purpose for my life. I choose to embrace whatever that is and whomever he brings across my path. Randy’s vast experience in working with a wide spectrum of people provides for a practical how-to book that teaches you to: recognize what’s meaningful in the workplace for your particular purpose; implement God’s specific plan for you; and courageously live a joy-filled life of purpose. If you didn’t wonder if there wasn’t more to life than your career, you wouldn’t be holding this book now! There is. Start reading!”

— **Susan O’Dwyer**, director of business
development, Habif, Arogeti & Wynne, LLC

“Randy Hain continues to inspire. With this new book, we are reminded that we are universally created with a deep yearning for purpose and meaning. We seek to know that our life, our work, our relationships matter to the people around us. But integrated, authentic lives don’t just happen. With Randy’s help, through stories shared and insight given, we have the opportunity to choose ‘intention,’ and that intention coupled with grace will lead us to the gift of something more. A good read, an important book to share, and a great choice for a career-minded book study!”

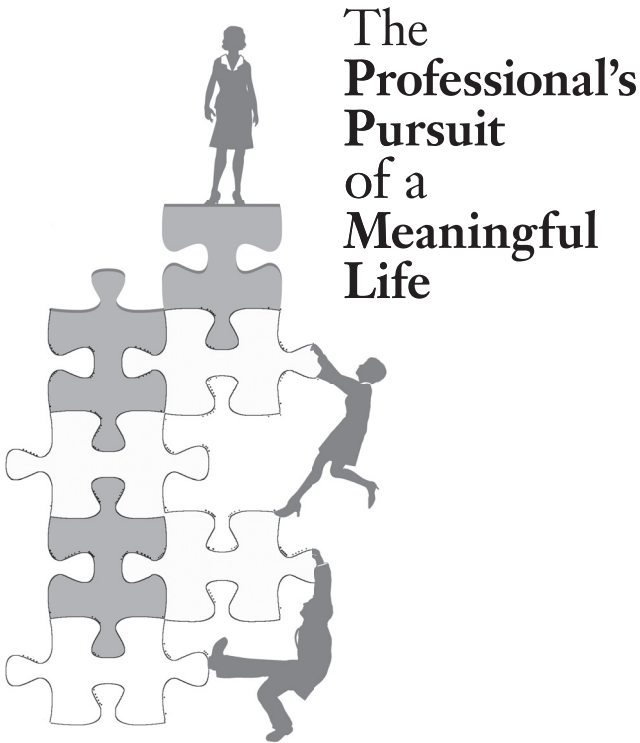
— **Nancy Vepraskas**, president of P2Excellence,
a human capital consulting firm

“Randy Hain has done it again! As he did in his highly impactful book *Along the Way*, Hain takes the reader on a new journey of real-life challenges to find meaning and purpose in *Something More: The Professional’s Pursuit of a Meaningful Life*. Hain challenges us in every chapter by weaving in stories and interviews of authentic people (including himself) who are challenged in professional settings to live a balanced life. Ultimately we relate and reflect on why we are where we are, how we got there, what is most important in our lives, and what we are going to do to achieve a life fulfilled. In *Something More*, Randy puts us on the right path.”

— **Bob Howe**, founder and president,
CLICK 4 PAY, LLC

Randy Hain

something **MORE**



The
Professional's
Pursuit
of a
Meaningful
Life



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Foreword

As my father was nearing the end of his life, he was very clear with his five boys that he didn't want a sad funeral. "Sing no sad songs for me," he said. Instead, he wanted his memorial to be a celebration of his life. As he put it, "I was the luckiest guy I knew."

Indeed, John Dalton Elton had lived a charmed life. He married his one and only sweetheart, Irene Tanner, or Ikey, as he called her—and their romance lasted sixty-two years. He'd had five healthy sons who had married five wonderful women. He'd had dear friends and a rich extended family.

As my father reminisced during his last few days, what was noteworthy was what little time he spent talking about his forty-plus years in radio. He was a world-class broadcaster who had interviewed presidents and prime ministers, sports heroes, and movie stars; and yet to listen to him speak, his life's work had been as a father, husband, and friend—who just happened to be in radio on the side. For my brothers and me, it was the last and greatest lesson we learned from our father.

During the funeral, my father got his wish. We sang happy songs, told jokes, and laughed a lot. Yes, we cried too; after all, it *was* a funeral. But to a person we left uplifted; my father had lived his life the right way.

In this wonderful book, *Something More: The Professional's Pursuit of a Meaningful Life*, Randy Hain helps you prioritize what is most important in your life and put those priorities where they belong—front and center. It is so easy to get caught up in our work and building our careers. In fact, at the time of my father's funeral, I was working eighty-hour weeks and had spent almost 200 days of the previous year on the road. I began thinking of a new life before I left my father's

service, and within a year I had formed my own company with my own values and own schedule.

It's time for all of us to figure out what really matters. Few of us spend enough time where it really matters, in living meaningful lives. Randy provides a road map to a better work life, a better home life, and heck, just a better life.

I am pleased to add my thoughts to this work because I am proud to have known Randy professionally for years now and count him as one of my friends. He has inspired me to be a better person, and I know he will do the same for you.

It's important to understand that Randy lives what he writes about. This isn't theory or conjecture for him. What he presents are methods he has used that have worked for him as a busy, successful executive, and they will work for you. Follow this advice and make your life what it should be—happier, healthier, and more meaningful.

When loved ones gather for your funeral (many, many years from now), my wish for you is that they will say you lived your life the right way and that you leave behind a legacy of love, service, and good works. There will be laughter and tears of joy, I have no doubt, but there will be no sad songs.

CHESTER ELTON

THE NEW YORK TIMES BEST-SELLING AUTHOR OF
THE CARROT PRINCIPLE AND *ALL IN*

Introduction

He Had a Great Career

All good books tell a story. What you are about to read in the “Introduction” is a fable of sorts about a man who had it all, yet he wasn’t fulfilled. It is a story of misplaced priorities, wasted opportunities, heartbreak, forgiveness, love, and ultimately, redemption.

A familiar tale, perhaps, that goes like this:

The sun shone brightly that September morning as the brothers stood next to the grave of their late father. Just a few minutes before, they had been surrounded by family and their father’s business friends and their ears filled with the kind words of Father Benton, their parish priest. The words of praise about their father’s life left them feeling empty and uncomfortable as they stared at the coffin in the ground.

“I can only say this to you, but I don’t know how I should feel right now,” Mike declared to Greg as they walked back to their car. “Dad spent our entire lives on an airplane, chained to his office or playing golf with his buddies on the weekend. I feel like we didn’t even know him. I know this sounds selfish, but I feel cheated!”

Greg put his hand on his brother’s shoulder, “Come on, Mike! It wasn’t that bad. Dad had a lot of responsibility. He took good care of the family, and we never lacked for anything. He would have been around more if he could.”

“Greg, you have always defended him, even when you hurt as much as I did when he missed our baseball games and Cub Scout camping trips. He even missed your high school graduation because of business! What about Mom? How did she feel all those years? Did you see her sobbing

on Aunt Mary's shoulder during the funeral? I wonder what she is thinking about the future now that Dad is gone. We'd better get over to Aunt Mary's for the reception and look in on her."

The brothers were lost in their own conflicting thoughts as they got in the car and drove to their aunt's home. Sadness...regret...and perhaps a little bitterness dominated their emotions as they joined the large crowd inside. There were hugs and sympathetic comments from all, and quite a few people encouraged them not to be sad and instead celebrate their father's life...which only made things worse in light of their recent conversation.

Then they saw their mother, who beckoned them to join her in Aunt Mary's office upstairs.

"Boys, we need to talk and we haven't had much time for that since your father's heart attack. The last few days have been a blur for me and I can only imagine what this has been like for you."

Mike spoke first, "Mom, Greg and I have been trying to wrestle with all of this, and it is hard. Since we have been in college, we have been even more distant than usual from Dad, other than the occasional phone call and holiday visits home. I know everyone expects us to be crying right now, but we can't help but remember a father who seemed to care about his job more than us. Maybe that's not fair, but that is how I feel."

Tears welled up in her eyes as she hugged her sons and asked them to sit down. "I know how hard it was for you growing up, and I tried my best to compensate for your father's hectic life. Your dad was a good man and he felt he was doing the right things for our family. But there was a recent change in him you weren't aware of. Over the last few months, your father started going to Mass with me again. We also had a few short conversations recently about his desire to do things differently with the rest of his life, and I could tell he had a heavy heart. He was coming to some big decision points about his life. Here is something I found next to the computer in your dad's study the morning after he passed away. Greg, will you please read this aloud for us?"

Greg nervously took the pages from his mother's hand and saw a typed letter to him and his brother from their father. It was dated September 12th—the day before he was found dead of a heart attack on the running trail near his office. He began reading...

September 12, 2011

Dear Mike and Greg,

I look forward to seeing you both during your Thanksgiving break from school. I have never written you boys before, so this may appear a little strange to you. My intention is to share a few important things that have been on my mind lately and discuss them when we are all together again.

I have been reflecting a lot lately on my life and the kind of husband and father I have been. It is probably no surprise to you that I give myself a failing grade. I realize very clearly that I have not been there for you and your mother over the years. It is easy to justify and rationalize our actions, and I have done that for years. I convinced myself that our big house, nice cars, great vacations, and the lifestyle I provided for us was worth my slavish devotion to my career. I thought this justified all of my absences and the sacrifices I forced our family to make over the years. I now realize that I was wrong.

Your mother is a saint, and she deserved much more from me in our twenty-four years of marriage. I have always loved your mother very much, but I rarely told her and thought I was showing her my love by providing a great lifestyle. I was a fool, and I am committed to making it up to her. She has been the bedrock of our family, and you boys are who you are because of your mother's great influence.

Greg...Mike...I owe you a sincere apology for not being there over the years. I really mean it. I have come to realize that all the stuff we have is meaningless compared to the lost opportunities to be a meaningful part of your lives. I hope you will forgive me and give me another chance when we sit down at Thanksgiving.

I am hopeful that in the years ahead we will become closer—the way a family should be. I want to reconnect with my Catholic faith and experience the joy I have seen in your mother’s eyes when she talks about her faith or attends Mass. Serving in the community and giving back to others is also high on my list of new priorities.

I want you to promise me something...Please learn from my example! Be a better father, husband, and steward than I was, and don’t waste the years ahead of you. I wish someone had gotten my attention when I was much younger and helped me not waste the greatest years of my life. I hope to do that for you in the years ahead.

I have seen the light and I hope to make amends. Again, please find it in your hearts to forgive me.

I truly love you more than you can ever know.

Dad

There were tears streaming down all their faces. Greg and Mike hugged their mother as the anger and resentment they had felt gave way to genuine grief.

Mike spoke first, “I only wish we had time to have that Thanksgiving together...to truly get to know each other and start over. I would have liked to have known the man who wrote this letter.”

Greg was clutching the pages tightly as he whispered, “We need to pray for Dad and that we will learn from his mistakes and pass these lessons on to our own children. It is strange that the thought occurred to me at the grave that his headstone should read ‘He Had a Great Career,’ and now I want it to say, ‘Loving Father and Husband’ to honor his last-minute conversion.”

Their mother responded, “Boys, please don’t wait until the end of your lives to make amends. I have no doubt that your father would have done what he said, but you can’t wait like he did. Start living today like it is the last day of your lives.”

— The End —

Some of us may know people like the father in the story and the unintentional misguided priorities they pursued in their lives. I know this character very well because... I am the father in this story. Let me explain (I'll go into more detail in the next chapter as well). In December of 1999, I left a very successful career as the vice president of recruiting for a national billion-dollar restaurant chain where I was responsible for the company's recruiting and diversity efforts, leading a team of fourteen people. As a thirty-two-year-old officer of the company, I had significant responsibility, the respect of my peers, and a bright future ahead of me. But as much as I loved the work, I was miserable.

I traveled three weeks a month for four years. I worked most weekends and put in around seventy to eighty hours a week. As a member of the leadership team, I was expected to be in the restaurants on every major holiday to set a good example. That does not mesh well with a young family. I saw my infant son growing up before my eyes and I was barely present. My wife and I were growing distant because of my workaholic tendencies and the demands of my job. I looked around me and saw many of my peers having marital problems or they were already divorced. I made a conscious decision to leave the organization and get my life back on track. I was being pursued at that time by my current company and was drawn to the opportunity and the work/life balance it offered. The great company culture and strong values of the leadership team were also very appealing. I made a decision to join the new company and shocked everyone who knew me. They thought I was committing career suicide, but I knew I was saving my family and embarking on the pursuit of a life filled with meaning. The years since have validated my decision in positive ways I could never have imagined.

Why did I write the title "He Had a Great Career?" I often wonder what would have happened if I had never left my old employer in 1999 and simply looked ahead twenty to twenty-five years. This tragic story could have easily been my own story if I had not made some critical decisions about work, family, faith, and life.

Throughout this book you will read not only my thoughts and observations, but those of many successful professional men and women from diverse backgrounds around the country who graciously agreed to be interviewed for the project. I was struck by two things in these interviews: (1) Every single person was passionate about pursuing a meaningful life, although that means something different for each of them and (2) with little overlap, each person I interviewed had varying motivations for aspiring to a meaningful life. These motivations typically revealed themselves after deep reflection on various questions such as: “Who am I?” “What do I want from life?” “What role does God play in my life?” “What is truly important to me?” “What am I good at?” and “What will be my legacy?”

My sincere hope is that you will find hope, encouragement, and helpful tools through my words and the stories of these men and women who have in their own ways made the all-important decision to pursue and achieve lives filled with purpose and meaning. We learn to make positive changes in our lives by emulating the good and virtuous behaviors we observe in others. This book is not about theory but about the practical pursuit of lives worth living. Each person introduced in the following pages has defined what this is in his or her own way, and each has taken a different path to arrive there, but from this eclectic mix of courageous business professionals you may find the tools you need and the path you are seeking to find your own meaningful life.

Author’s Note: You will read frequent references in this book to community service and serving on nonprofit boards. In appendix one you will find a helpful guide titled *A Road Map for Effectively Serving on Nonprofit Boards* that should prove useful. Also, because so many professionals are dealing with the challenges of current or looming career transition, I have included a guide to dealing with a job search in an interesting way titled *The Upside of a Job Search in a Down Economy* (appendix two).

chapter
ONE

Something Is Missing

*“Ultimately I believe we seek more meaningful lives
in the hope of filling some emptiness
that exists within us.”*

I begin with the assumption that you agree that a “meaningful life” is a very good thing. We all may define what this means a little differently, but in the end, it is lofty, noble, inspirational, and fulfilling to pursue this kind of life. In order to begin, some need a process or a road map to show the way. Some just need to get started and take a leap of faith. Truth be told: For many of us, the journey begins as a nagging feeling that something is missing in our lives. Maybe you can’t quite put a finger on the problem or know for certain that the path you have been on no longer holds the same appeal. For some of us, we know what is missing and simply need help to find it and make it a part of our lives. Ultimately I believe we pursue more meaningful lives in the hope of filling some emptiness that exists within us.

For most of my career I have been working with candidates, clients, and other professionals who are seeking something more out of life. These professionals realize at different ages and stages of their careers that what they are seeking cannot be satisfied by their careers alone. They often talk of reinvesting in their marriages, spending more quality time with their children, developing stronger faith lives or giving back to the community. Sometimes they simply want to do the work they love and collect more than just a paycheck.

When I was a new college graduate, I thought of nothing more than going to work for a solid company and rising to the top. My parents had instilled a great work ethic in me as a teenager, and I was willing to work as hard as necessary to achieve my career goals. I was single-minded in my focus as I consistently worked insane hours at the national retail company I joined right out of school, and it paid off as I was given significant leadership and P & L responsibility at a relatively young age. Then I met my future wife...and my life would never be the same. But I found it difficult to change old habits.

As we fell in love and later got married, I recognized intellectually that my career alone would no longer suffice. I now had a wonderful partner in my life and something needed to give, but I found it challenging to abandon my workaholic tendencies and put our family first. To make matters worse, I made a significant career change shortly after we married to join the national billion-dollar restaurant company I mentioned in the “Introduction” and quickly rose to become the vice president of recruiting and an officer of the company by the time I was thirty-two years old. While the outside world would have rated my career successful, my life was dramatically out of balance and I knew I needed to change; but I wasn’t sure where to begin.

During my time with this company our first son was born and, despite all of my career success, I felt like I was failing as a father and husband. I traveled more than eighty percent of the time for most of my four years with the organization and had difficulty turning work off when I was at home. My wife and newborn son were clearly getting what was left over from the time I gave my job.

Fortunately for me, an old boss of mine called at the beginning of my fourth year with the restaurant company and began trying to recruit me to his organization, which was a boutique national executive search firm. I was nervous and hesitant despite knowing I desperately needed a change for the sake of my family. Ego and pride played a part in my indecision as I considered the logic in leaving a billion-dollar