

# WORK/LIFE BALANCE

## ...it can be done!

by Shane Radbone

Shane Radbone founded EFM Health Clubs as a 19 year old ex footballer, was CEO of Wendy's Ice cream at age 29 and in this article shares some of his experiences.

Many people spend most of their lives searching for eternal happiness... both in work and in life.

A mentor once said to me, there are two things in life that are important. Firstly, you want to get out of bed in the morning and be excited about going to work and secondly when you finish work you are excited about going home.

Sadly, most people don't have this.

When I started EFM in 1991, it started with one client and \$25 was the first week's turnover. I learnt a lot about life, people and business. As you can imagine, in the early days of EFM it was 'very intimate' and you got to learn a lot about people, their experiences, their learnings and their lives.

It taught me a lot. It taught me about what type of person I wanted to be, what type of company I wanted to create, and what type of people I wanted to employ and surround myself with.

I got to see the good, the bad and the ugly in people.

Many of these people were highly successful people and I used to be a big 'sponge' and ask many questions. It was like my University. I was surrounded from age 19 by very successful people who taught me a lot.

What I did learn is that everyone's definition of success is so different.

Is success the car you drive, the house you live in, the toys you have, the family you have created?

All interesting questions.

What I did learn was that no money or perceived definition of material success was a barometer of happiness. In fact, quite the contrary.

I shall tell you a story of a man who I trained at the age of 22. He was highly

successful and had all the trappings of perceived success. He had the cars, houses and holidays.

I was very excited about training him. I believed that I would learn so much and be inspired.

Harsh reality is after 3 months, I was almost depressed. This guy had no friends, his wife hated him, his older children no longer spoke to him. He had all the 'perceived success', but he had nothing. He had worked all his working life getting to that place in the sky that he saw as 'success' and guess what, it was not what he expected. He felt cheated.

So imagine as a wide eyed 22 year old experiencing that? Understand what that does to your outlook, to what sort of person you want to be, what type of company you want to create or work for, what type of people you want to surround yourself with.

How many people do you know whose perception is that they have everything, but in reality have nothing?

This had a huge impact on me.

It resulted in me moving my 'definition of success' from what I thought was successful to something more holistic and meaningful.

It impacted on my personal and companies contribution to charity, to the values that a company should demonstrate and to how you manage the day-to-day stresses of a family. For example, when I went to Wendy's as the CEO at age 29, I had written into my contract I could leave the office at 5.30pm. That may sound odd, but having work/life balance means in my view you will be a better person, better employee, but more importantly having the balance both "on and off" the field.

I can guarantee if you have that clarity around your definition of success, you will achieve a work/life balance and make a difference all at the same time. Remember, everyone's definition of success is different.

After all, we are not here for long, so we may as well enjoy it and make a difference all at the same time.

It has worked for me.

