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## Work not always No. 1? That's OK for managers at Henger Rast

1-50 Employees

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Work isn't everything.

That's what Rob Henger, CEO and owner of **Henger Rast Mortgage Company**, wants his employees to remember.

"We're very clear to say that your relationship with family and God is definitely first and work is lower on that priority list," Henger said.

Henger's company operates under a work hard, play hard philosophy.

In other words, as long as work is done well, there is room for fun and flexibility within the workplace.

As the company has changed in size, Henger said they had been able to maintain a consistent atmosphere of teamwork and openness, which can be difficult to maintain in the rapidly changing mortgage industry.

Although it may seem easier not to discuss industry problems with employees, Henger Rast works to provide as much information as possible with employees.

"The first and foremost policy that we adhere to from a management standpoint is transparency and openness about changes to our industry and changes to our operations," Henger said.

"We have a culture where we include, discuss and disclose virtually all information about our company and our industry."

The company has also worked to maintain a consistent commitment to work-life balance.

If an employee's son or daughter has a baseball game or piano recital, the company tries to make sure they are able to attend.

"That is more important than spending an extra hour at the office. We just ask that the work gets done."

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