



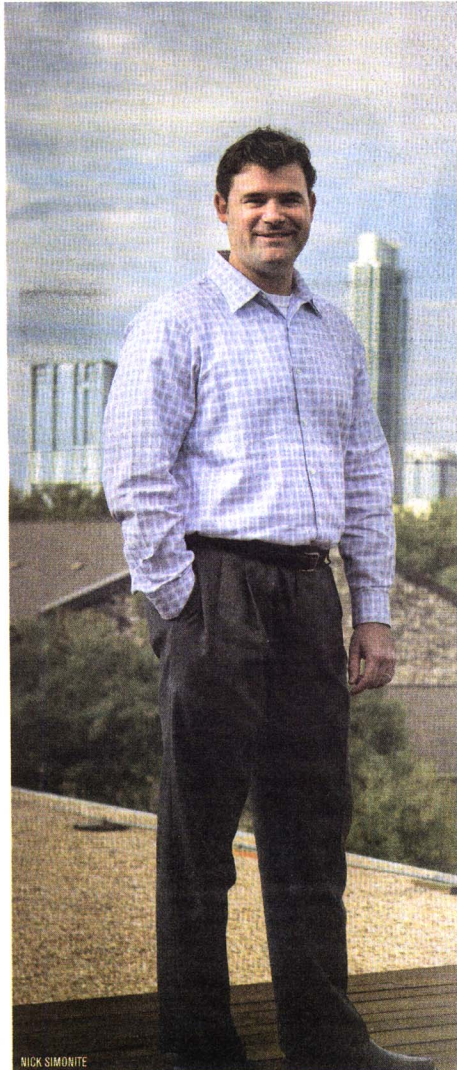
**MAMA'S BOY:**  
Meet one of the men behind the Mama Fu's restaurant chain.

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Nov. 19-25, 2010

## Randy Murphy

President and CEO  
Mama Fu's



NICK SIMONTE

Randy Murphy's biggest challenge in life is balancing his hours at work and at home. It was that way in the late 1990s and early 2000s when he was a technology executive at places such as Tivoli and Lombardi Software. Then it got worse when he got into the restaurant business because, as he puts it, he wanted to make something real — something tangible.

After running for about four years the Mama Fu's chain known for its quick Asian-inspired food, Murphy is indeed loving the restaurant scene. "Every business acumen is touched daily — from real estate to accounting to human resources," he said.

But it's also time-consuming. That's why, from the start, Murphy surrounded himself with professionals who know the business better than he does — veterans from places such as Pei Wei, TGI Friday's and Schlotzsky's. When he picks a franchisee to run a string of stores, he puts applicants through the wringer.

"I have a 10-year contract with these people," Murphy said. "That's longer than most marriages, so you'd better believe I'm going to make sure I pick the right person with the right experience and team — not just someone who can bring money to the table."

Picking well pays off. It allows him to let go and enjoy the finer things in life, such as running alongside the Amtrak train downtown with his two boys, or taking them to watch planes land at Austin-Bergstrom International Airport. Both are staples of a Murphy family weekend.

### What's your worst habit?

Sometimes. I think I can do more than is possible in the amount of time that I have.

### What's your best attribute?

My ability to evaluate people or a situation — especially when a problem must be solved.

### What kind of a boss are you?

Fair, passionate and definitely not a micro-manager. I just demand results.

### As a kid, what did you want to be when you grew up?

A firefighter. One of my childhood friends is a firefighter and he thinks I have the coolest job because I run restaurants, but what he does is cooler.

### What's the most influential book you've read?

"Leadership" by Rudy Giuliani.

### Do you consider yourself an advice giver or an advice seeker?

A seeker. Probably 90 percent of the time I'm seeking advice ... that's why I've surrounded myself with great people.

### What's the best invention during the past 50 years?

The Internet. It's done wonders for communication and it's great for a

laugh.

### What's the best way to communicate with you?

Face to face is best, but the most efficient, by far, is email. I'll work after the kids go to sleep so I sometimes get back to people at night via email.

### Are you into social networking?

I'd say I'm a sophomore on Facebook. I don't use Twitter.

### What did you listen to on the way to work today?

Fox Sports on satellite radio. It's either that or the news.

### Favorite place to eat — besides Mama Fu's, of course.

Perla's [Seafood & Oyster Bar] on South Congress Avenue.

### What was your first job?

Selling baseball cards.

### Where do you go to get away from it all?

Birmingham, Ala. Thanks to my wife and her family, we make it there about twice a year.

### Where did you grow up?

Anchorage, Alaska. I moved from there when I went to the University of Texas. It was a great place to grow up, but for every one woman you had 10 men lining up to date them.

### IN DETAIL

AGE: 39

WIFE: Rebecca (since 2002)

CHILDREN: Charlie (6), William (3)

EDUCATION: B.A. in economics from the University of Texas in 1993

### What fascinates you?

Politics. I don't want to get into it, but it's fun to observe.

### What revolts you?

Hypocrisy.

### I know mentors have played a big role in your career. Who are some of them?

Mark Hazelwood [CEO of Seton's hospital network in North Austin]. I've known Mark since I was 13 and he was CEO of ARCO Alaska. And, of course, Ed Norton [co-owner of County Line Bar-B-Q] and my current partner, Mark Adams.

### If you could go anywhere, anytime in history, where would you go?

Easy. Wartime U.S., around 1940. The sacrifice, the sense of style, the importance of family, tradition and obligation all appeal to me. I even love the cars they drove and the way they dressed.

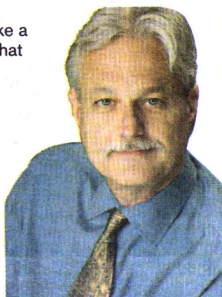
■ Interview by Colin Pope

## WHAT OTHERS SAY

If you could steal one attribute of Randy's, what would it be?

His ability to listen and learn from those around him. He is like a human information sponge. He eliminates a lot of mistakes that others have made in front of him.

Ed Norton  
Co-owner  
County Line Bar-B-Q



What can you share about Randy that may surprise others?

Randy genuinely cares about other people more than himself. In leading our company, I would describe him as a servant-leader. He routinely seeks to make the other person a winner in any decision, negotiation or transaction he is contemplating. This posture has allowed him to recruit great talent and maintain strong loyalty from our entire corporate staff and all of our franchisees throughout the United States. This servant-leadership culture has also allowed Mama Fu's to give tens of thousands of dollars each year to several local charities.

Mark Adams  
Co-founding partner  
Murphy Adams Restaurant Group

