

CREATING AN INSPIRATIONAL LEGACY

This is the inspiring story of Steve Turpie, who decided to divert his energy and drive from being a senior executive at a global insurance business, working 60-70 hour weeks, to working in a way which enabled him to set up a charity for disabled children and fulfill his role as Deputy Chairman of a hospital. He explained to us how attending a Relume Challenger week made him think about his life choices and the legacy he wanted to leave.

IT SOUNDS LIKE YOU HAVE GONE THROUGH SOME TRANSFORMATIONAL CHANGES IN YOUR WORK- FOCUS. CAN YOU TELL ME HOW IT ALL STARTED?

I trained as an accountant and have worked in financial and commercial roles for most of my career. My last commercial job was running the Sourcing & Procurement function for a Global Insurer which was a big job.

For much of my career I have worked hard with long hours; I was successful, earning good money and promoted a lot. I've also lived and worked all over the world.

In the past, I think my personal brand has probably been 'he's a tough guy' Whilst that has changed now, at the time I was quite hard on people but commercially talented and that's why organisations have liked me working for them.

“I can honestly say where I am now, at least 50% of that is down to input from Relume. I've been on a massive journey with them – a massive personal journey”.



SO WHAT PROMOTED YOU TO CHANGE DIRECTION AND HOW DID YOU START YOUR RELATIONSHIP WITH RELUME?

I asked for some coaching because I was about to move to India, and although it's the most beautiful place in the world, it's also very challenging, especially with a young family.

Living in India was a defining moment for me. It was an assault on the senses. Living there was very different to just visiting. You see a lot of poverty and so I started to question – what is my legacy? Working is not a competition. You do not work your whole life and whoever has the most money at the end wins. However, that sense of competition is corporate life for many people.

I remember sitting with Claire Breeze [a Relume partner] and she asked me why I wanted to work 60 hours per week? She kept asking why; going deeper. She made me think about what other things can make me happy and how I could use my driven personality for something more fulfilling and meaningful. Claire started to unwind my own thoughts and beliefs of what good looks like – and that was quite a moment. I always thought there would be another chapter to my life beyond 'corporate working', I just didn't know what it was or how to get there.

“I would consider Claire (from Relume), other than immediate family, to be the most influential person in my life. I don't see her very often or talk to her very often, but when I do, the impact is massive”.

CAN YOU DESCRIBE ANY BREAKTHROUGH MOMENTS WHEN YOU WERE WORKING WITH RELUME?

Challenger Week! Though it's impossible to describe Challenge Week. Claire said that it would be good for me and I thought – OK – I will go along because when you are in the moment, you don't always make brilliant decisions because judgements are clouded by all the shit going on in

“Lots of tears, laughs, serious parts, funny parts, anger, joy, every emotion you can imagine through quick succession on the same day”.



our lives. If you can raise the fog and get clarity of what you want and what is and is not important – it's a nice feeling. You may not know how – but at least it's then clear. During the week you unravel a little, you expose some of your fears and vulnerabilities. They make you look in the mirror; at all the things you think in your head that you will never share with anyone. Then they find a way to make you share all of that stuff with complete strangers!

The intensity was incredible - it was like having 100 coaching sessions in five days.

There are lots of specific examples that stand out though the main one was –the bloody labyrinth! I say bloody because... In its simplest form – it was a labyrinth on a bit of cloth on the floor and we had to walk to the centre and back again. On the way in, you walk with someone and think about all the positive things in your life, and pause when you want and look at each other. On the way back, you have to think about a difficult relationship with something or someone. One of the things about the exercise was the impact of your walk – not just on you – but also on everyone around you. There were moments when we were just speechless. We did our walks together and then, one by one, we did our walks individually to the centre. Relume made us stop, ask questions and really dig deep; deeper than I was able to deal with at that time.

After the Challenger week, I had never been so clear about what I wanted. I remember meeting with a very good friend of mine on the Monday after. I was supposed to see her for an hour, she was there for three hours because I was telling her about the week! I was crying! I told her things I would never have previously talked about with her.

SO CAN YOU TELL ME WHAT YOU DID TO TRANSFORM YOUR LIFE TO LEAVE SUCH AN INSPIRATIONAL LEGACY?

I remember sitting with Khurshed and Rowan [a Relume coach], and one of the things I've thought about for a long time is setting up a school for autistic children or children with disabilities. It's very personal. The challenge was that I had lots of capability but I did not have the time.

“Like going from snow to the Sahara Desert in 20 minutes with all types of weather in between”.

“It's still a work in progress, but we are making a massive difference to peoples' lives. Who knows what the future holds, however, I am the happiest I have been in 10 years and that is, in part, thanks to Relume”.



Having talked about what it would take and how I would do it, Rowan asked whether I had ever thought about managing my energy and not my time. This was quite profound. I was obsessed with not having enough time in the day. They said 'flip it – when you are fully energised – what can you do?'

I have now set up a charity that cares for disabled children. It's not a school but it has a huge impact and I guarantee that it wouldn't have happened without the Relume intervention on me personally. The charity looks after 28 disabled children every other Saturday; providing much needed respite to parents.

When I go back to think about those first conversations with Claire – it's taken me 10 years, but I got there! I don't earn a penny from the charity and I am never going to want to; but somehow I've got enough energy and balance to earn enough money from three days a week to pay for my family; have an inspirational charity and also act as the deputy chairman of a hospital and advocate of children's' services in a non-executive role.

“My relationship with Relume has blossomed over 5-6 years. I don't have a coaching relationship now – I have deep friendships instead. Throughout all my interactions with them, I always come away feeling energised, thinking more positively

HOW WOULD YOU SUM UP YOUR EXPERIENCE OF WORKING WITH RELUME?

The Relume team are now all my friends and every time I speak to them it feels like I'm being coached. And that's because they ask really intelligent questions. They have the ability to ask the one killer question!

If you had met me 15 years ago, you would have said there is no way that Steve would go through this journey because he is not open minded enough. I'm a scientist at the end of the day, I look at data and reason through analysis. So I have a very healthy dose of scepticism compared with the average person. I think a lot of the progress I made is down to the skill of the Relume coaches.

“I have set up a charity now and I promise you that it wouldn't have happened without Relume's intervention on me personally – not a chance on the planet!”



I remember having this conversation, which really changed things for me: I am now 87 years old. It's Christmas Day and I am looking back on my life. What do I want to be saying? Do I want to look back at the charity I set up, helping thousands of children or do I want to say I have a load of money in the bank?

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