

# Paul Sparkes Value Exchange for period 01012025 to 01092025

<https://app.clickup.com/t/8698aerv0>

Owner: Paul Sparkes (Value Exchanger)

## Verbatim recording

[https://fathom.video/share/xVZ4Fsv5PffdLj8m\\_e4V\\_rVf4WwzQc2R](https://fathom.video/share/xVZ4Fsv5PffdLj8m_e4V_rVf4WwzQc2R)

## Related

### Owner of this VE

- Paul Sparkes (Value Exchanger)

### Contributors to this value exchange

- EY Senior Manager #2
- EY senior manager #1
- Robert Pye (Value Exchanger)

### People identified as possible future contributors

*not completed – please think about this*

### Work Navigator

- Robert Pye (Value Exchanger)

### Wellbeing Mentor

*not completed – please think about this*

## AI Summary

### Meeting Purpose

Conduct a value exchange session with Paul Sparkes to reflect on his personal and professional experiences, focusing on recognizing value and exploring his purpose.

### Key Takeaways

- Paul experienced a significant transition in his work roles, moving from covering two jobs to a new, more senior position
- He values genuine, supportive relationships with colleagues and finds fulfillment in being trusted to get things done
- Paul is contemplating the challenges of transitioning from work to retirement, including maintaining personal fulfillment and adapting to a new lifestyle

# Topics

## Work Transition and New Role

- Covered two jobs for the first six months of the year, feeling "swamped" but generally enjoying the challenge
- Transitioned to a new, more senior role with larger scope and visibility
- Experienced a "proper control, alt, delete" to re-establish himself in the new position
- Focused on building relationships with new team members and influencing partners

## Value Recognition in Professional Relationships

- Formed positive relationships with new colleagues in "foreign territory"
- Felt "blown away" by how welcoming, proactive, and supportive new team members were
- Experienced renewed faith in company values through colleagues' embodiment of those values
- Contrasted current positive experience with previous encounters with "sharks" in the organization

## Personal Reflections on Work and Purpose

- Constantly challenges himself on whether he's making a difference in his role
- Recognizes the need to demonstrate credible value in his senior management position
- Focuses on "measures that matter" and "moments that matter" to create impact in the market
- Contemplates the meaning of his work with 22 months left until retirement

## Work-Life Balance and Vacation Insights

- Took a five-week break, including a two-week family holiday in Cornwall
- Walked an average of 6.5-7 miles per day during the holiday
- Reflected on future life plans, including home renovations and potential lifestyle changes
- Realized the need for a plan for retirement and the challenge of transitioning from a structured work life

## Personal Purpose and Values

- Identifies trust as his core professional value: "people trust me to get stuff done"
- Aims to repay the trust and faith placed in him by colleagues and in charitable work
- Recognizes the challenge of maintaining trust on an "hourly and daily basis"

## Transition to Retirement and Family Dynamics

- Facing the challenge of reconciling personal fulfillment with family responsibilities
- Considering how to balance his and his wife's needs for fulfillment in retirement
- Grappling with the shift from being an "accumulator" to a "de-accumulator" financially

## Next Steps

- Schedule next meeting for September 30th, 4-5 PM
- Continue exploring personal insights and value recognition in future sessions
- Reflect on key takeaways from this session to inform future discussions and personal growth

## Looking Back (Value Recognition)

### The VE shared just between Rob and Paul (Clickup Permissions set)

PS: Looking back just this year... To the front of my mind. 8 months. polarises the - a lot of this is work based.

**First six months.** Somewhat consumed by me covering someone else's role. 2x as busy. Properly swamped. Counting the weeks back from the 26 weeks. Quite enjoyed it. Time flew by reasonably well. Roles were discrete but a little bit overlapped. Learning about myself. Looking forward to retiring even more! Busy doing mainly things I have done before.

**Overlay 1/2 way through that** - found out my new role. Second half of year. Slightly more senior. ctrl-alt-delete. Dif network, influence, new battles. Influence. PS - expect it do be dynamic but realising is was 2.5 jobs.

**Summer had an extended break 5 weeks.** Found quite helpful. Returned. Breath of fresh air. Most of old roles gone. Week 3 starting to get to grips with. Abstract?? Not really. Am I actually making any difference here.

How to demonstrate credible value. Not front line sales, delivery. Senior management. Given latitude. Genuinely trying to focus on the measures that matter. Trying to influence 10-20 partners to do that. Self discovery.

**Got 22 months until "technically"** I retire from my role. Went to the office every day in first weeks.

**Value recognition.** 5 weeks off. 2 weeks off family in Cornwall. 18yrs+ Benefit as much in what you are NOT doing as well as what you are doing. Walked 91 miles in 2 weeks!!! Some with wife or golf club. Found quite cathartic! Sometime when you get to serenity. What should I think about. A whole bunch of life things. 'A' levels, future life plans. Extension. Holiday house. Time wise. What are you going to do. Look back - shone a bright light.

**A typical week is dictated.** Cadence coffee + biscuits. Should I be diarising things!! Perhaps not! Realising how conditioned I am. Wife conditioned in a different way. Don't need to plan 2 weeks in advance. Something that sticks out. Moving from old role to new roles in a bit of a business that is foreign territory to me. Important to me that we would create an effective team. Tried to execute my charm an influence.

**How welcoming and supportive** people were. Blown away by their response. Share my ideas, invited them to do the same. Makes it all feels worthwhile to me. I have been quite inspired by them. Positive feedback. Always takes two to tango. Renewed my faith in the values of the people. In previous roles, knew the sharks and they behaved in the way I thought they would. Teaming with people. Their ability to listen and absorb. Playing back. If this was the norm, work / life EY would be too easy!! Alternatively value would be standing up in a web cast 1,000 people and managed to deliver. Getting the words right. But that's only about reading autocues!

## What is your mission?

Who am I? My mission? Purpose? Last few months and few years?

- What's it all about professionally? The value I have traded on is that people trust me. Keep asking me to do things. To get stuff done.
- Charity - some of the stuff - people trust me to get stuff done. Proud of that trust.

- Measured on an hourly basis. Content that is my mission. Next challenge is children and parents. That is really hard.
- This is one of the biggest challenges I face. Quite profound. My wife. Mutual fulfillment. Transition. Don't want to spend life on golf course or garden.
- A little bit nervous from an accumulator to a de-accumulator. That beyond anything else. Perhaps get a paper round?