

# Explore Performance

## Discussion Document



# Pillars & Solutions

## Key Focus Areas and Delivery

Our key pillars are backed up with a strong roster of products that deliver lasting change to your organisation. Our key areas of focus are:

### Leadership & Talent Development

Retaining your top talent is essential. How do you ensure your future leaders are ready to lead today and tomorrow?

### Inspirational Large Scale Events

Inspiration facilitates progress towards goals and is the springboard for creativity. Let's explore your next large event together.

### Tailored Learning Journeys & Meeting Design

Whether it's a one-off meeting, or a multi year leadership programme, build your team in the strongest way possible.

Our Key Focus areas are split into the following areas:





# Our Experience

## Through Exploration

We are experts in designing and delivering high impact learning journeys for organisations looking to enhance collaboration as well as teams and individuals needing to improve performance for critical skills.

Here is a small sample of the clients we have worked with and the impact we have had:

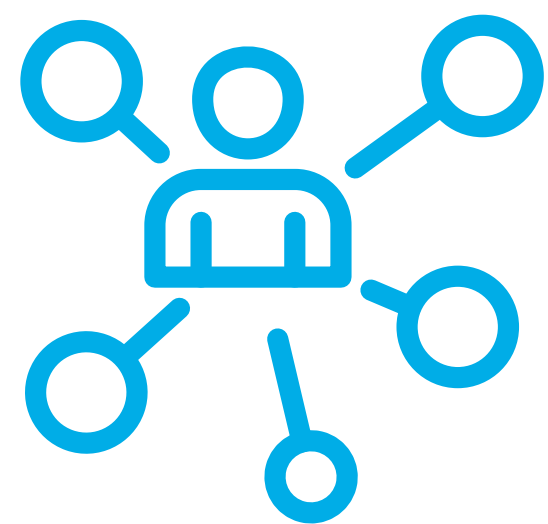
"This was the best run experience we've ever had and it created more positive energy than we thought was possible."

Fred Nylander, SVP Services at  
Workday EMEA & APJ





# Immersive Learning Experiences





# Our Facilitators

## A strong squad to suit every need

Explore Performance offers high impact adventure simulation content to clients all over the world, enabling them to strengthen their agility and team performance.

One of the key factors that sets them apart is their team of experienced facilitators, who have all completed a rigorous train the trainer program.

These facilitators are located in various locations across the globe, ensuring that clients have access to local expertise and support. By investing in the development of their facilitators, Explore Performance is able to deliver high-quality, engaging, and effective training programs that help individuals and organisations achieve their goals.





# Adventure Learning

## Through Exploration

We use a real life decision making simulation to emotionally engage people through our facilitators exploration and adventure journeys, creating a powerful tool through which to discover team dynamics, to examine high performance and to help retain key insights.

### What to Expect

- + An adventure simulation allows the audience to emotionally engage with a concept while giving them an opportunity to apply and retain new information through a simulated experience.
- + We will use key adventure themes from Mountains, Ocean and Aviation to immerse participants in a new environment while drawing parallels to your business opportunities and challenges within your organisation.



# Expedition Experiences

## Adventure Simulations

### How it works

- + 60 min, 2hr, 4hr, full day options
- + Delivered virtually or face to face
- + Immersive, experimental learning journeys based on Grant 'Axe' Rawlinson's human powered exploration expeditions



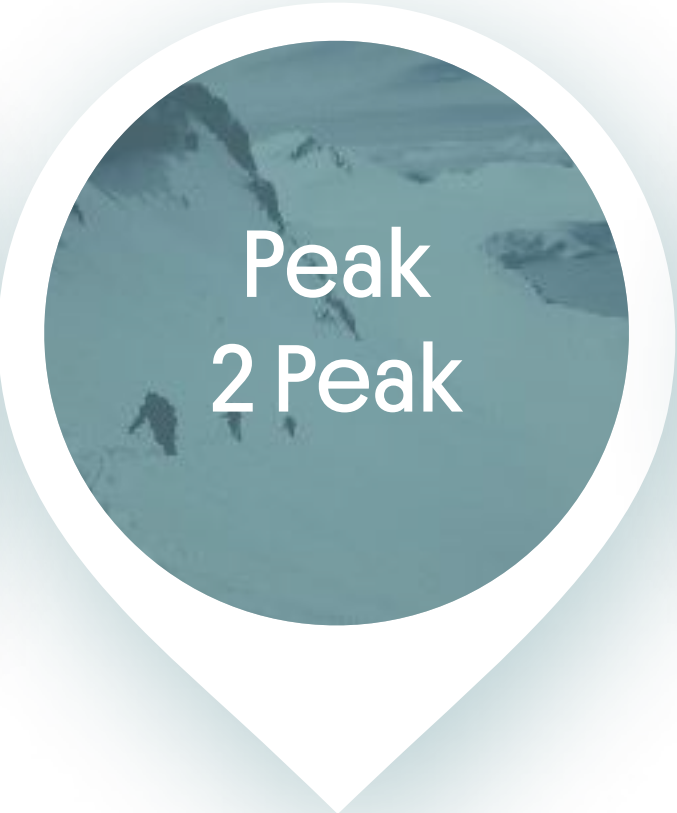
#### For Those Who Dare

Attempt to summit Mt Everest via the treacherous North Ridge!



#### Into the Unknown

Make a bold, unique expedition crossing seas and continents!



#### Peak 2 Peak

Three challenging human powered journeys on shoestring budgets!



#### Cyclone Alley

Build a boat in the most sustainable way!



#### Human Power

Cross the world's largest bay pushing yourself to the limits of your potential!



A photograph of two mountaineers on a snowy mountain peak. The climber in the foreground is wearing a red jacket and a large red backpack, leaning forward with a climbing pole. The climber in the background is wearing a yellow jacket. The sky is a deep teal color. The text 'Everest:' is overlaid in large white font.

# Everest:

For Those Who Dare



# For Those Who Dare

## Everest Programme

Through a simulated Mt Everest expedition experience, learn from Explore Performance to make the critical decisions their team took for survival.

### Focus Areas

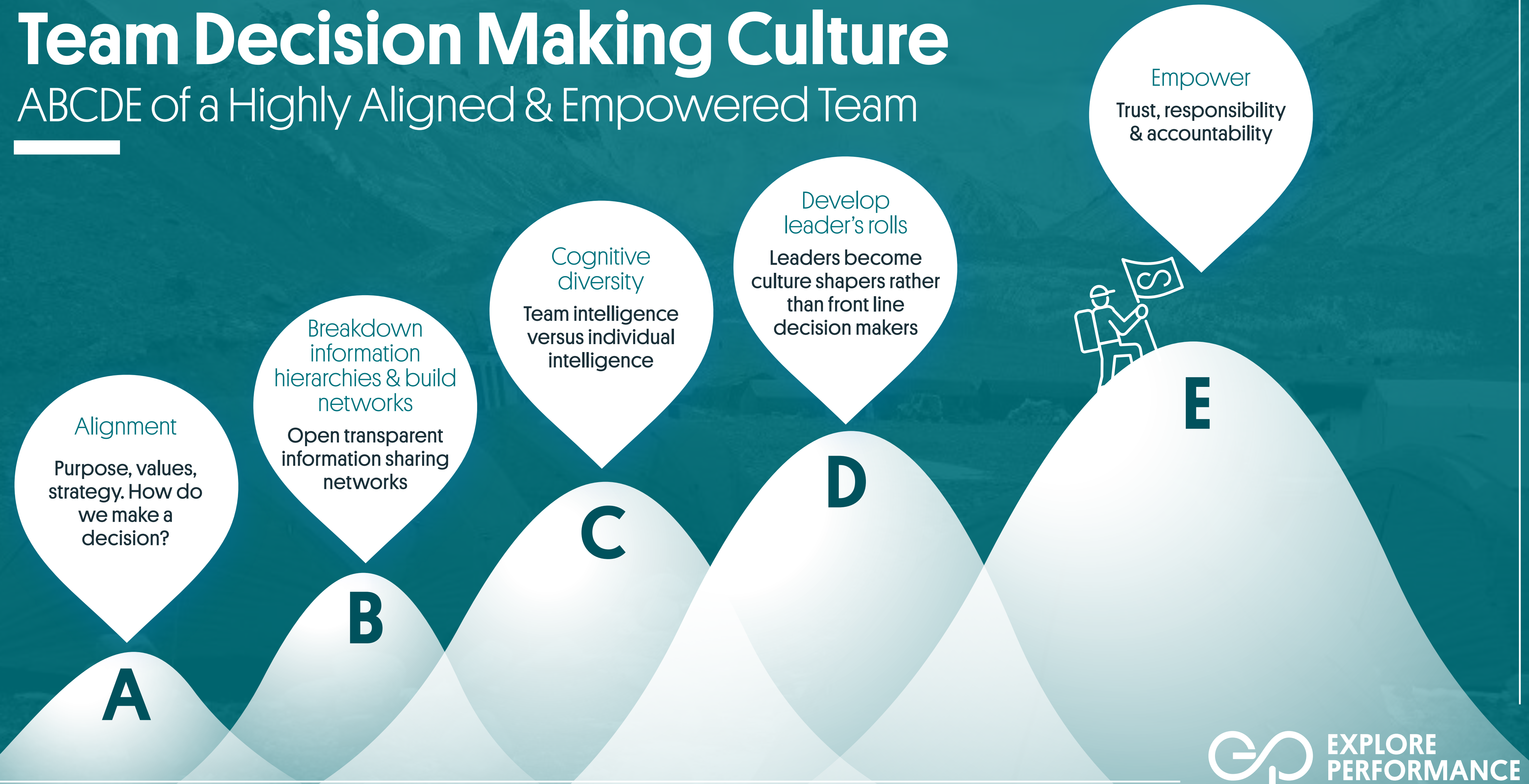
- + Build and understand the importance of AGILE Teams
- + Align and engage multiple teams & individuals behind a common goal
- + Gain commitment & accountability from team members
- + Enhance leadership skills that are required to overcome change and ambiguity
- + Decision Making in VUCA Environments





# Team Decision Making Culture

## ABCDE of a Highly Aligned & Empowered Team





# Team Health Assessments

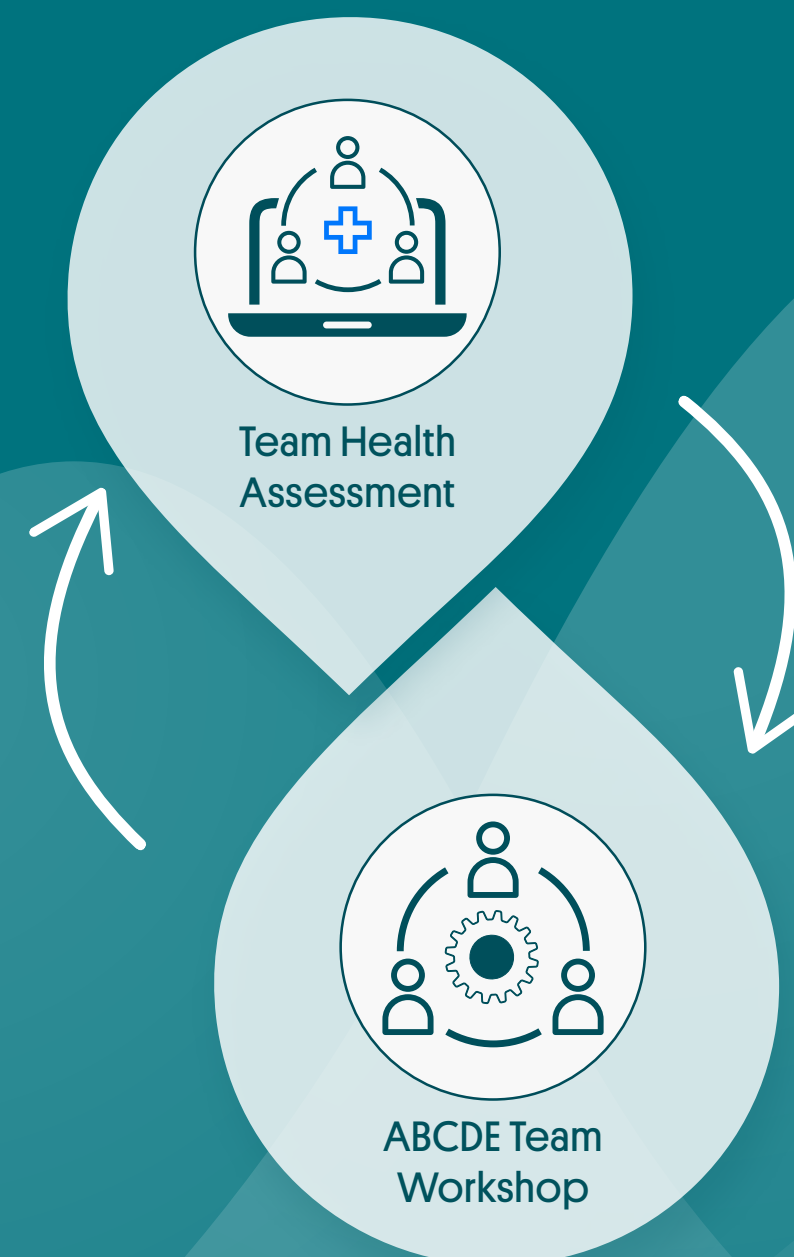
## Is your team aligned to our ABCDE Framework?

Our virtual team health assessment quantifies the strengths and weaknesses of your team's decision making culture.

It takes about 15 mins to complete and gives us data on where individuals currently feel their performance is within the ABCDE framework. Once completed you will receive individual and team reports, highlighting areas of improvement.

When used as a pre and post-workshop assessment, it is a valuable tool to view your progress towards being a highly aligned and empowered team.

Complements our ABCDE Workshop



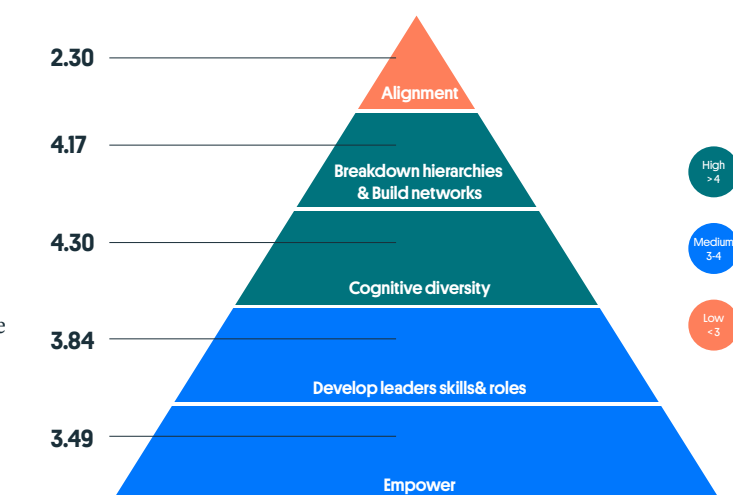
### Team Assessment Report

Based on our ABCDE Framework

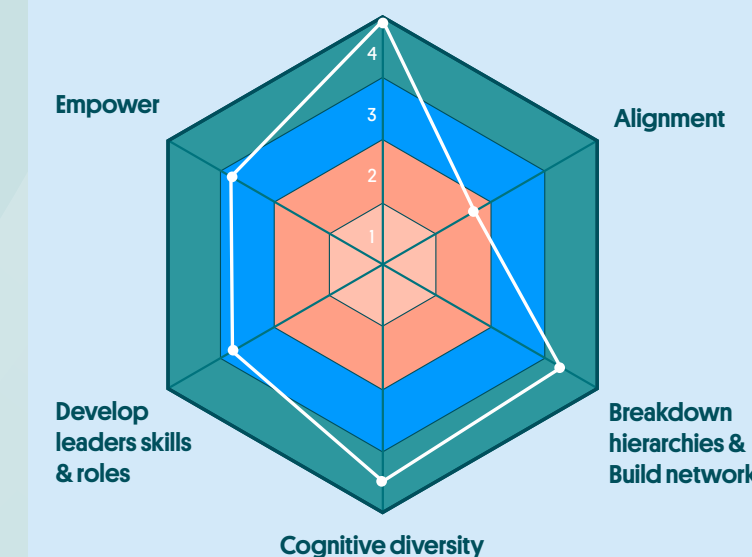
#### ABCDE Breakdown

Your assessment scores indicate that results, accountability, commitment, conflict and trust are potentially areas for improvement for your team.

As part of the assessment, you and your team members were asked to identify specific areas to build more trust. The number of team members who selected each response appears below. You and your team members had the option to select all that apply.



#### Team Summary Map



The questions listed below represent the top 5 areas where your team scored highest relative to other questions. Understanding and continuing to leverage your team's strengths is as important as identifying and correcting its weaknesses.

Please note that questions with an average score above a 4.50 are areas where your team scored particularly high.





# For Those Who Dare

## Workshop Scenario

A decision-making workshop for high-performing teams operating in complex, volatile and uncertain environments.

### 1. David Sharp

#### / Decision scenario

The role of emotional intelligence (empathy) in complex decision-making.

### 2. Training for Everest

#### / Learning story

How to achieve more with less (creative use of resources)

### 3. Choose Your Route

#### / Decision scenario

Will what got us here, get us to where we want?

### 4. Team Development

#### / Learning story

The critical stages of team development.

### 5. H.A.P.E.

#### / Decision scenario

How to prioritise under pressure and still reach our goals

### 6. Saved by the Guide

#### / Learning story

The role of change catalysts when driving transformation in high-pressure environments.

### 7. The Summit Window

#### / Decision scenario

Leading through uncertain, ambiguous and complex situations.

Mt. Everest Summit

Camp 3

Camp 2

North Col camp

Advanced Base Camp

### 8. Risk or Return?

#### / Decision scenario

Hierarchal decision-making under pressure when the consequences of failure are high.

### 9. The Accident

#### / Learning story

Learn to navigate change using reframing and the power of 'Growth Mindset'.

### 10. Choose your Team

#### / Decision scenario

What team decision-making culture do we need to thrive in a VUCA environment?

### 11. Pulse Oximeter

#### / Learning story

What are the critical behaviours that build high-performing team cultures.

### 12. Franco

#### / Decision scenario

Manage & lead change. Deal with resistors to change. How to handle difficult conversations.

### 13. The Summit Window II

#### / Decision scenario

Harness cognitive diversity to make highly aligned strategic decisions.

### 14. Window 1

#### / Decision scenario

Apply team values and purpose to make critical decisions under pressure

### 15. Window 2

#### / Decision scenario

What defines success for our teams in volatile, uncertain and complex environments?



A person wearing a red wetsuit and a bright yellow hood is seen from behind, looking out over a turbulent sea. The boat is white and has a small cabin. The water is dark and choppy, with white foam from the boat's wake. The sky is overcast and grey. The overall mood is one of adventure and exploration.

# Into The Unknown



# Into The Unknown

## Adventure Simulation

The Explorer's Mindset uses the backdrop of Grant Rawlinson's expedition and the changing world of exploration in a dynamic program that helps leading businesses:

### Focus Areas

- + Cultivate Innovative Mindset
- + Create a strong culture of shared principles and behaviours that underpins high-performance
- + Explore vs Exploit
- + Bold Unique Goals
- + Communication & Teamwork
- + Resilience and Anti-Fragility







# From Peak 2 Peak

How To Achieve More with Less





# Peak 2 Peak

## Adventure Learning Simulation

Peak 2 Peak uses the backdrop of Grant Rawlinson's expedition and the changing world of exploration in a dynamic program that helps leading businesses.

### Focus Areas

- + Is your team struggling to achieve more but faced with fewer resources?
- + Do you find yourself overloaded but underachieving?
- + Do you need to motivate and lead your team to achieve bold unique goals on shoestring budgets?





# From Peak 2 Peak

## Workshop Scenario

A decision-making workshop that drives your teams productivity and ability to achieve more with less.

### 1. Peak to Peak - Asia

#### / Planning Exercise

Experience FERMI (Back of the envelope) planning techniques to rapidly assess the viability of projects.

### 2. The Dragon's Horns

#### / Decision Scenario

- / How to overcome Sunk cost bias
- / Explore the 'planning fallacy'
- / Learn how to set realistic, achievable but powerful GOALS.

### 3. Peak to Peak - Europe

#### / Planning Exercise

Experience FERMI (Back of the envelope) planning techniques to rapidly assess the viability of projects.

### 4. Big Decisions on Ben Nevis

#### / Decision Scenario

Explore the relationship between achievement versus perfection when we need to fast track projects and achieve more with less.

### 5. Channeling our Frustration

#### / Decision scenario

- / How to comply with complex regulations
- / How to leverage strategic partnerships to achieve more with less.
- / How to think creatively to solve complex problems and still comply with the regulations.

### 6. Conflict on Mt Blanc

#### / Decision Scenario

- / Initiate the difficult conversations about doing more with less.
- / The difference between being cheap and being frugal
- / When do we need to take a bet and commit 100% to a project

### 7. Peak to Peak - New Zealand

#### / Planning Exercise

Experience FERMI (Back of the envelope) planning techniques to rapidly assess the viability of projects

### 8. Strength in Numbers

#### / Decision Scenario

Explore the fundamental difference in mindsets between STRETCHING and CHASING mindsets

### 10. Go with the Flow on the Cook Strait

#### / Decision Scenario

/ Apply the principle of essentialism to understand how to prioritise effectively when faced with limited resources

### 11. The Final Prize

#### / Decision scenario

/ Experience decision making techniques that effectively manage risk when making critical decisions around doing more with less.



# Human Power

The Path To High Performance Performance



A large background image showing a man in a red jacket and yellow hat sitting on a boat, looking out at the ocean. The boat has an orange stripe along its side.

# Human Power

## The Path To High Performance

Human Power uses the backdrop of Explore Performances latest expedition in 2023 - crossing the largest bay in the world - the Bay of Bengal . Come on a journey within the changing world of exploration in a dynamic program that helps leading businesses:

### Focus Areas

- + Anchor your Accountability
- + Master Your Motivation
- + Prepare with Purpose
- + Explore Your Limits
- + Manage Your Energy
- + Choose Your Crew
- + Make Difficult Decisions





# Human Power

## The High Performance System

7 guiding principles that empower high performance.

**1. Anchor your Accountability:**

Are you holding yourself 100% accountable for your performance?

**2. Master your Motivation:**

Why are you on this journey and what are you trying to achieve?

**3. Prepare with Purpose:**

Research, plan, , practise!

**4. Explore your Limits:**

Are you regularly getting uncomfortable or are you cruising?

**5. Manage your Energy:**

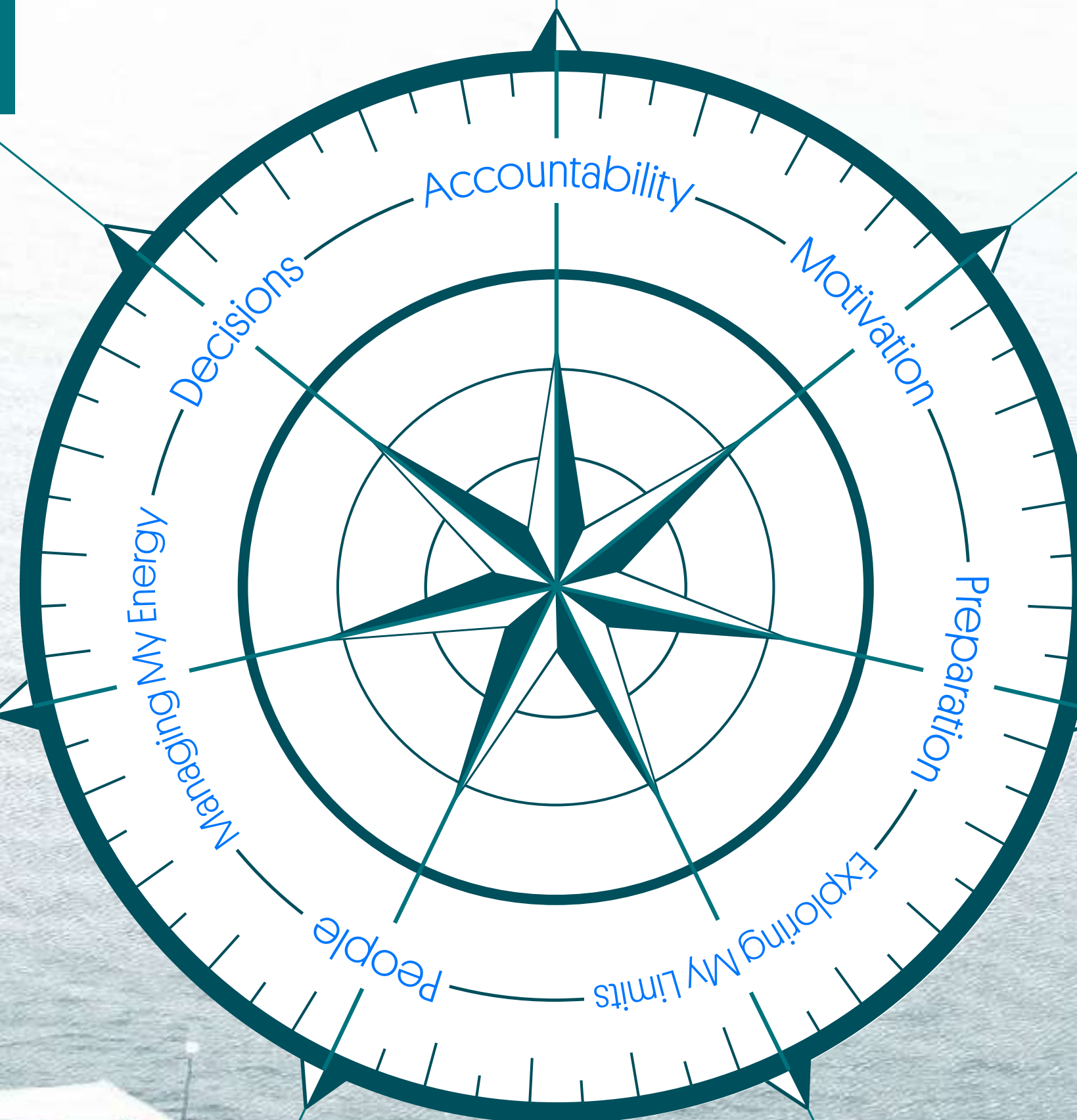
Stress + Rest = Growth

**6. Choose your Crew:**

Are you with people who will drive or drag your performance?

**7. Make difficult Decisions:**

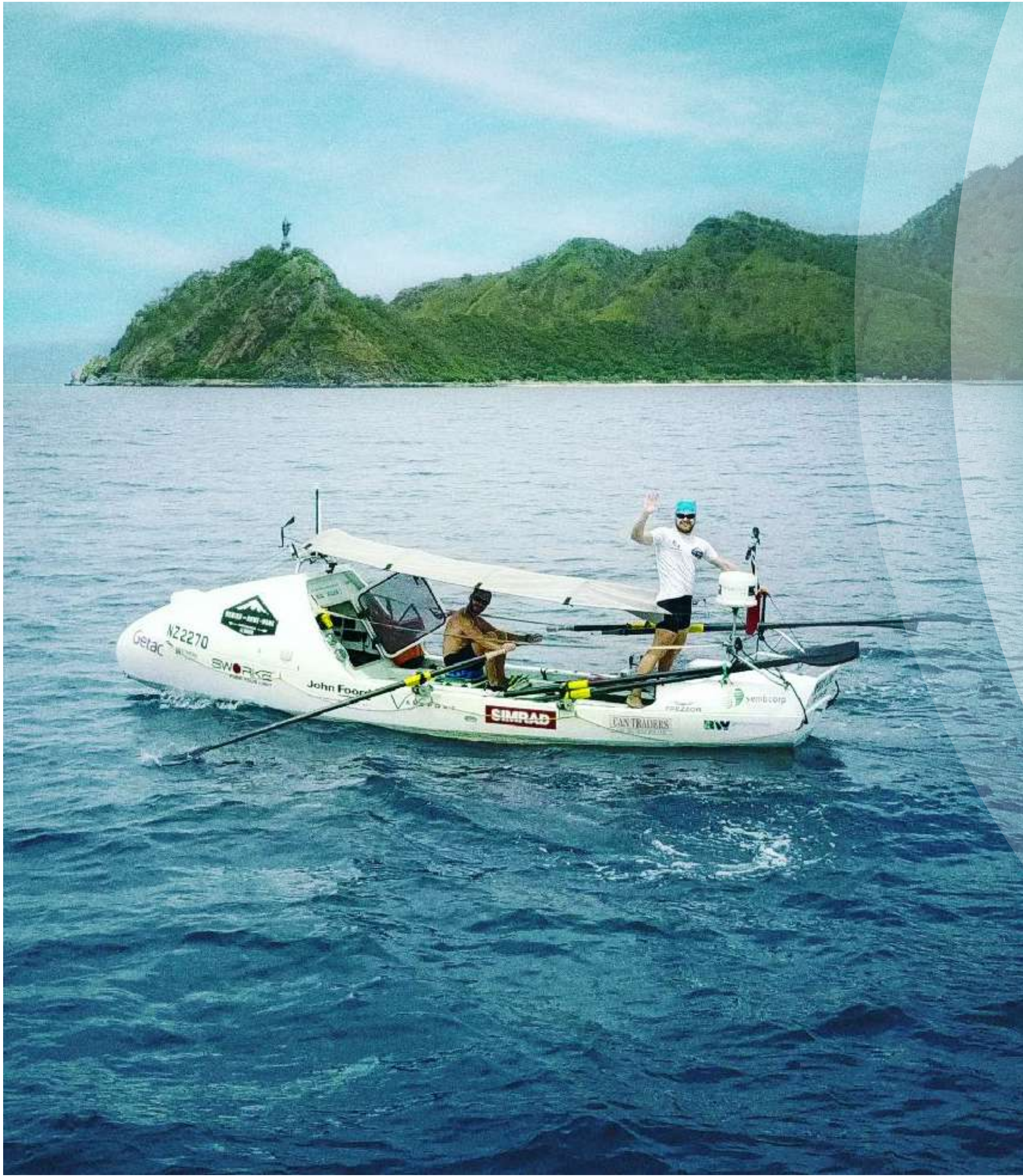
Focus! Where attention goes, energy flows.





# Navigating a Sustainable Future: **Cyclone Alley**





# Cyclone Alley

## Navigating a Sustainable Future

Build an innovative, human-powered boat in the most sustainable way possible in order to undertake huge adventures whilst monitoring environmental health

### Focus Areas

- + Explore the complex interdependence between human beings, profit and our natural environment
- + Learn why sustainability is not a 'nice to have' but critical to driving future business performance
- + Discover how the world leading organisations leverage sustainability as a competitive advantage
- + Learn how to make sustainability part of your teams DNA
- + Be inspired and commit to prioritising actionable steps towards sustainability NOW!





A person wearing a red jacket and a helmet is riding a motorcycle on a paved road. The road has a white dashed line in the center. The background shows a clear sky and some distant trees.

# Thank you

Tom Cooke  
**Managing Director**

M | +65 9750 9214

W | [www.explore-performance.com](http://www.explore-performance.com)

A | 1 Scotts Road, #24-10,  
Shaw Centre, Singapore, 228208