

EXPLORE PERFORMANCE

# The world's most distinctive leadership development.

Built on real expeditions.  
Grounded in human truth.  
Delivered at the moments that matter most.

## OUR MISSION

Empower high performers and teams, through inspiration and exploration.

### Our tone of voice:

Practical, balanced and calm, conscientious and commercially focused.

## OUR PURPOSE



"We design and deliver world-class, adventure-themed learning experiences that empower individuals and teams."

Adventure-themed is not a style choice — it is the method. Every programme we build is anchored in a real expedition, planned, executed and filmed by our team.

# We don't teach leadership. We live it.

Then we bring it to your organisation.

Every Explore Performance programme is built on a real expedition — planned, executed, and filmed by our team. That footage is the emotional engine that makes our content land differently to anything else available. When your leaders watch real humans navigating uncertainty, failure and triumph at the edge of the world, leadership stops being abstract. It becomes personal. Unforgettable.



## REAL EXPEDITIONS

We don't use actors or role plays. We film actual expeditions — Everest, open oceans, crossing continents by human power.

## PROPRIETARY IP

The footage is ours. No other L&D company in the world can replicate what we put in the room. This is our unfakeable advantage.

## LASTING CHANGE

Leaders don't remember workshops. They remember the moment they felt something shift. That is what our content creates.

# The scale of the work

Trusted by some of the world's most ambitious organisations, at the moments that matter most.



Brandon Hall Gold — Best Learning & Development Programme 2025

Brandon Hall Silver — Best Leadership Development Programme 2025

**40,000+**

Participants reached

**1,000+**

Workshops delivered

**25**

Countries & markets

**7**

Expeditions & world-class IP

**1**

World record — Tasman Sea 2025

**2**

Brandon Hall Awards 2025

# How We Work

## Modular programmes for extended partnerships

Some clients come to us for a single high-impact event. Others build multi-year programmes across their whole organisation. Our products are designed to work as a connected journey — or as powerful standalone experiences.



### 01 Leadership & Talent Development

Future-ready leaders, built through experience not instruction. Your pipeline, prepared.



### 02 Inspirational Large-Scale Events

Conferences and leadership summits that your people remember for years — not days.

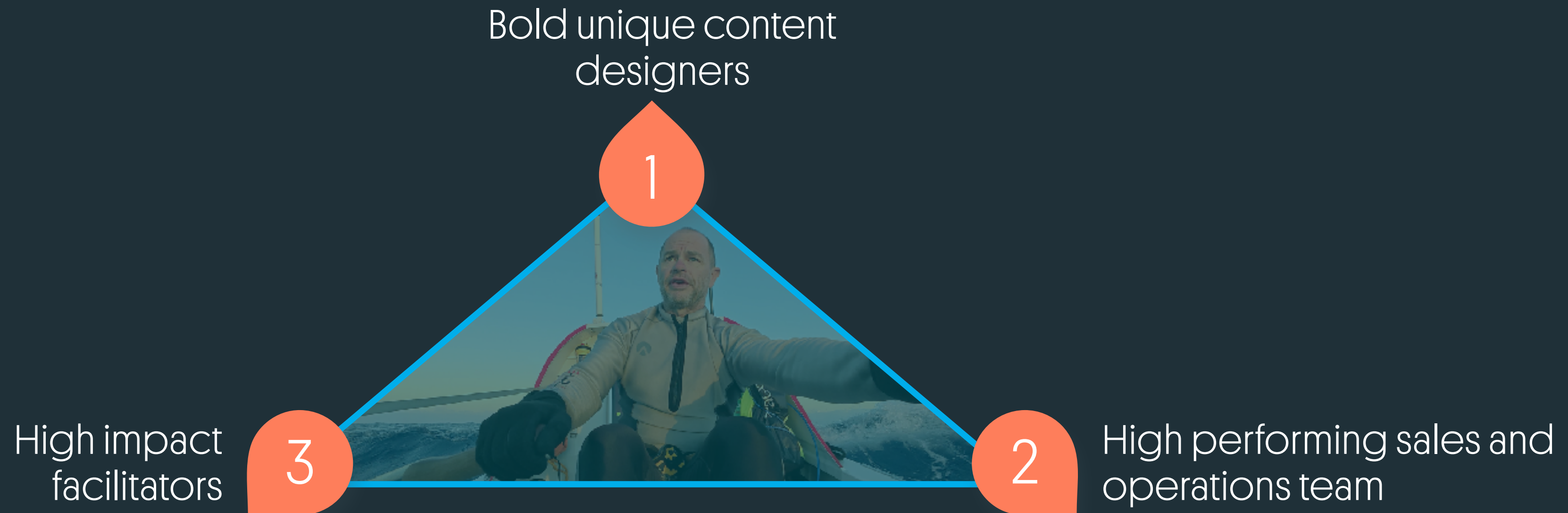


### 03 Tailored Learning Journeys

One-off experience or a multi-year curriculum. We build it around your outcomes, not our products.

# How We're Built

The Golden Triangle — three interdependent functions. No single one succeeds alone.



## Respect the Golden Triangle

No function can succeed alone. Content designers, facilitators, and our sales & ops team are equally critical. We respect and actively support each other's roles.

## Trust, Not Contracts

We prefer relationships built on trust, transparency and mutual respect — with clients and with each other. Not lengthy contracts. Not small print.

## Do Your Best

None of us are perfect. But every person at EP commits to bringing their absolute best to every single engagement, every single day.

WORLD FIRST

INTO THE UNKNOWN

# 11 years. 3 failed attempts. 1 world record.

In 2025, EP co-founder Grant 'Axe' Rawlinson and his crew became the fastest team in history to row the Tasman Sea — one of the most feared stretches of open ocean on earth.

That's not a metaphor for resilience. That is resilience.

## Mindset & Bold Unique Goals

The programme built around the Tasman crossing teaches leaders what it actually takes to pursue a goal no one has achieved before — through failure, doubt, and the decision to keep going.

Because that's what transformation requires.

**20,000+**

Leaders

**5**

Continents

**150**

Sessions

# Seven Expeditions. Seven Leadership Programmes.

Each programme is built on a real expedition — filmed by our team, owned by us, unavailable to any other L&D provider.



## EVEREST

Team Alignment & Empowerment



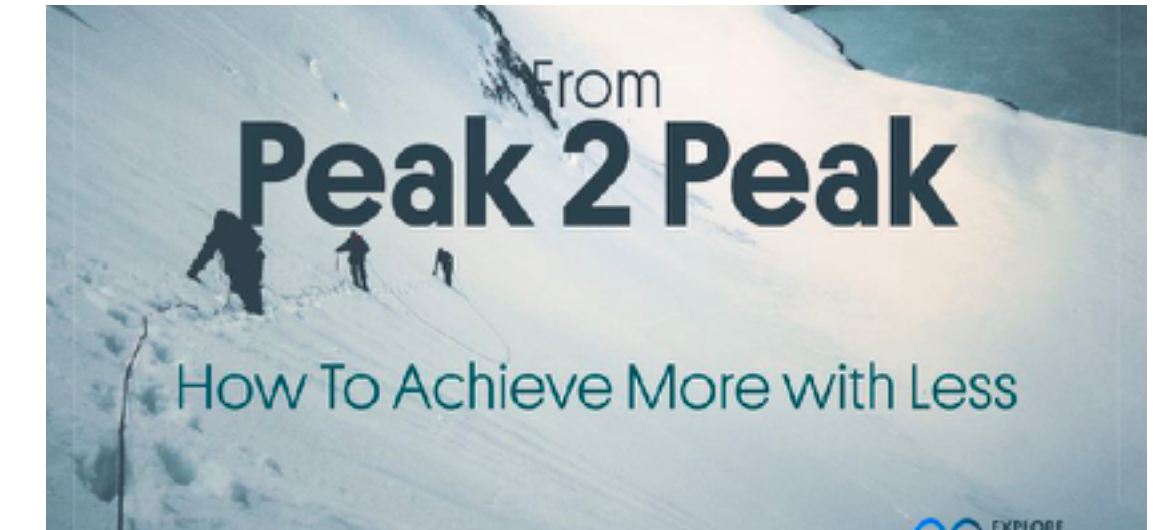
## TASMAN SEA

Mindset & Bold Unique Goals



## BAY OF BENGAL

Leading Self & Performance



## HIGH ALTITUDE

Essentialism — More with Less



## PHUKET ISLAND

Communicating & Influencing



## OPEN WATER

Purpose & Values



## OPEN OCEAN

ESG & Systems Thinking

# The work that defines us

We are the partner organisations bring in at critical moments — mergers, transformations, growth inflections, and culture change at scale.

## FINANCIAL SERVICES

### UBS

Aligning 20,000 leaders across 5 continents after the Credit Suisse merger. 150 sessions. 20 facilitators. Brandon Hall Gold 2025.

## TECHNOLOGY

### AWS Global Financial Services

Driving €500m → €1bn growth ambition. Two-day Into The Unknown programme across Madrid and London.

## ENERGY & COMMODITIES

### Trafigura

Culture discovery across 8 countries → 17-word purpose statement → global rollout. C-suite and ExCom sign-off.

## PHARMACEUTICALS

### Sanofi

Opening a first-ever 200-leader international regional summit. Two worlds, one leadership identity. Zero slides.

## TECHNOLOGY

### A Global Technology Co.

5 teams becoming 1. 200+ Directors. 2-day summit in Las Vegas. EP as the red thread across the entire event.

# From the field to your organisation

A selection of our expeditions and programme deliveries around the world.



OUR FACILITATORS

# A Global Team Built For Impact

Our 20+ facilitators are drawn from the worlds of elite exploration, professional sport, and executive leadership. They lived these expeditions — and now use that experience to change how leaders think and behave.

OUR GLOBAL OFFICES & REACH

## APAC — Singapore (HQ)

48B Amoy St, Singapore 228208

Singapore · Australia · China ·  
Japan · Malaysia · South  
Korea

## EMEA — Winchester, UK

Winchester, United Kingdom

UK · Germany · France ·  
Netherlands

## Middle East — Dubai

Meydan Freezone Business Centre, 6th Floor  
Meydan Grandstand, Dubai

Dubai · Abu Dhabi · GCC &  
wider Middle East

## The Americas

Regional delivery hub

North America [East & West] ·  
Latin America

# In their words

What our clients have to say

*"This was the best run virtual event we've ever had — it created more positive energy than we thought was possible."*

**Fredrik Nylander · SVP Services EMEA, Workday**

*"Their approach is fun, unique and engaging. My team left energised and inspired."*

**Doris Honold · Global Group COO, Standard Chartered Bank**

*"EP does a great job of emotionally engaging participants behind a common goal. A valuable and impactful experience."*

**Frank Luburic · Head of Global Sales Operations, HP Inc**

*"I would highly recommend Explore Performance to anyone seeking to bring their team together for a high-impact offsite."*

**Serap Keskin · Head of Allianz Technology**

**Brandon Hall Group HCM Excellence Award · Gold, Learning & Development · Silver, Leadership Development · 2025**

# Ready to go further?

Every engagement starts with a conversation.  
Tell us what you're trying to solve and we'll tell you what's possible.

**Tom Cooke · Managing Director**

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

*Fastest crew in history to row the Tasman Sea — Grant 'Axe' Rawlinson, 2025*