The Explorers Mindset

Leadership | Team Development | Performance in an AI World



EXPLORE PERFORMANCE



The Explorers Mindset

Enhancing Skillsets, Changing Mindsets

> “I love learning, but hate being taught”
>
> Sir Winston Churchill

50%+

of CEOs report no revenue or cost benefit from AI, despite deploying it across their businesses

PeopleScout, Q1 2026

85%

of employees can’t apply their AI training to their actual work

Docebo

66%

of people use AI output without checking it’s accurate

KPMG / University of Melbourne

26%

of leaders rate their own development as high quality

Harvard Business Review, 2026

Not more training. more judgement.

You’ve rolled out AI. Licences out, training done, adoption above target. Ask what got better and most leaders go quiet. They’re not wrong to.

More than half of CEOs report no revenue or cost benefit from AI, despite deploying it across their businesses. 85% of employees can’t apply their AI training to their actual work. 66% of people use AI output without checking it’s accurate, and 56% have already made a mistake at work because of it.

The tool did what tools do. It produced more, faster, with a confidence level that has no relationship to whether it was right. The limiting factor was always the person between that output and the decision, and that person was never given the training the rollout was supposed to replace. Only 26% of leaders rate their own development as high quality.

That’s the gap the Explorer’s Mindset closes. Not a course. Not a platform. 30 to 90 minute, facilitated, decision-based sessions where your team makes a real call under real pressure, then unpacks why they made it.

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Each module is a skill sprint tied to one concept: bias, alignment, risk, strategic thinking. Practised live, not watched on a screen.

McKinsey frames this as the shift every organisation now needs to make: from episodic training to continuous, contextual development, embedded in the flow of work.

Explorer’s Mindset has worked this way from the start. These modules don’t teach your team another AI tool. They build the judgement that decides what to do with the ones they already have.

Leading in a VUCA World

Leading Self & Teams

1



Understanding VUCA

Everyone is talking about it, we all live in it, but very few people truly understand what it means to live in a VUCA world. Discover why the old rules no longer apply and repeating what worked well in the past won't get your team where it needs in a VUCA world.

AI has made the world move faster, not simpler. The old rules for navigating uncertainty apply more than ever, not less

2



The Explorers Mindset

In an ever changing, fast paced and highly competitive world, incremental goals won't get you ahead of the pack. Learn how to apply the explorer's mindset and drive innovation by setting bold unique goals so you can truly lead the crowd in a VUCA world.

Every team now has access to the same AI tools. The mindset behind how you use them is what still sets you apart.

3



Explore V Exploit

Uncover the difference between exploring and exploiting in a VUCA world. Get the balance right and you will drive long term, sustainable success. Get the balance wrong and, it's fatal.

Leading in a VUCA World

Leading Self and Teams



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Antifragile

The worlds most powerful humans, high performing teams & most effective business strategies are not the most resilient but the most anti-fragile. Explore the concept of Antifragility & how to apply it within your own teams so you can harness the energy of change to grow stronger.

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Beyond Resilience

We can think of resilience like a bank account - we make withdrawals or deposits. Discover powerful techniques and principles to make not only short tern, but long term deposits to keep your teams resilience account healthy as you navigate a VUCA world.

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Achievement vs Perfection

The difference between a high-achiever and perfectionism is that a high-achiever relish the process of creating and manifesting something , and once they start they don't look back-they keep moving. Perfection means that you have a perspective of life where everything is flawless and perfect.

Leading in a VUCA World

Leading Self and Teams

7



Cognitive Diversity

Learn how to harness the magical superpower of decision making, cognitive diversity, so you can make more effective decisions in complex environments where the consequences of failure are high.

The more your team leans on the same AI tools, the more this becomes the edge that stops everyone thinking the same way.

8



Decision Making Systems

When is it ok to make a guess? When can we rely on intuition? When must we think critically? Or when should we get others involved? Explore the four key decision making systems humans use and learn when and when NOT to rely on each system.

AI is now one more voice in the room. Knowing when to trust it, and when not to, is a decision you still have to make yourself.

9



The Art & Science of Facilitation

A masterclass teaching the critical skills every leader needs to facilitate highly effective decision making meetings in complex environments where the consequences of failure are high.

Leading in a VUCA World

Leading Self and Teams

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Tough Team Conversations

Explore techniques and frameworks that drive your ability to have more effective conversations about tough topics with your team.

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Fermi Planning

In a VUCA world we do not have unlimited time to wait for the perfect data to make the critical decisions and seize opportunity. Learn how to make rapid, fast decisions to evaluate a project's viability using FERMI calculation techniques.

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Consequence Planning

The human brain is hardwired to think of short term consequences. Learn to use 1st/2nd & 3rd order consequence planning to force your team to think critically, 'beyond the horizon' and make more effective decisions in complex environments.

Leading in a VUCA World

Leading Self and Teams

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Psychological Safety

Understand why psychological safety is critical to your teams decision making effectiveness. Explore why the most powerful teams embed psychological safety into their culture & learn how to develop it within your own teams.

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Empathy

Experience the power of empathy in complex decision making and uncover how you can use it to make more effective decisions.

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Framing The Problem

Learn a practical tool called the ‘strategic diagnosis’ that will revolutionise your teams ability to make more effective decisions & drive powerful coaching conversations by learning how to accurately frame the problem.

Decision Making in a VUCA World

The Art and Science of Decision Making

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Critical Thinking

Unlike our intuitive decision making systems, our critical thinking does not run automatically but needs us to actively engage it. Experience powerful critical thinking tools that force you to rationally compare different alternatives and remove decision-making bias.

AI can generate the options. Your team still has to be the ones who choose between them.

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Strategic Planning

Many strategic plans are creative writing exercises written in ambiguous overly aspirational ways. In this fully facilitated session we build your teams very own strategic plan using a powerful framework that will get you to the core of a good strategy, simplicity, focus and clarity.

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Data Driven Decision Making

Explore the key stages of the data driven decision making process and learn how you can improve your data driven decision making effectiveness.

AI has made data abundant. It hasn't made anyone better at knowing which numbers to trust.

Decision Making in a VUCA World

The Art and Science of Decision Making

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Essentialism

Unlock the power of essentialism to drive yours teams ability to prioritise under pressure by learning how to replace the ‘ill-disciplined pursuit of more’ with ‘the disciplined pursuit of less, but better’. Essentialism also requires learning how to say no gracefully.

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Stretching vs Chasing

Why do certain teams lead their fields and continually outperform others even though they have exactly the same resources? Discover the secrets of teams who STRETCH their existing resources rather than continually CHASE for more.

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Communication in A VUCA World

Communicating effectively is critical in a VUCA world. But we can’t spend all day in meetings or nothing gets done. Learn a powerful communication tool that will immediately supercharge your communication effectiveness in three simple steps.

Decision Making in a VUCA World

The Art and Science of Decision Making

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Feedback Loops

Discover the fastest and most effective way to embed critical behaviours, drive change and improve your team decision making effectiveness through the use of powerful feedback loops.

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Strategic Thinking for decision making

The higher up the hierarchy you are - the more strategic your decisions need to be. But strategic decision making is the hardest decision making technique to learn. Learn powerful tools to help you think strategically in complex situations.

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Managing Risk

Nothing of great value in life comes without taking some risk. But how we do effectively manage risk in decision making? Explore how your team can increase your ability to take safer, more calculated risks in order to achieve more.

Decision Making in a VUCA World

The Art and Science of Decision Making

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Neuroscience for Leadership

We make thousands of decisions every single day but do we even understand how we make decisions? Uncover the neuroscience behind how we make decisions what affects our decisions and how we can improve our decision making in a fun and interactive way.

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Decision Making Bias

We all are biased. Being aware of bias is the first step to overcoming it. Experience common types of bias that affect our decision making and learn practical techniques to overcome bias.

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Sunk cost bias in decision making

In a VUCA world doing what worked in the past won't get us where we need in the future. Learn practical techniques to make the tough decisions about stopping projects we have sunk time and effort into but are no longer taking us where we need to go.

Team Development in a VUCA World

High Performance Teams

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Four cultures of team decision making

Explore the four typical team decision making cultures. Learn what cultures are efficient versus what cultures are agile & adaptable and uncover what culture your team needs for the environment you work in.

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Alignment

The first step in developing a highly aligned and empowered team culture is Alignment. Uncover the three decision alignment drivers every team needs (Purpose, Values and Strategy) and the three critical steps to embedding these in order to drive your team culture.

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Building agile and adaptable teams

Learn the ABCDE, (the five critical steps) that every leader needs to implement to develop your very own highly aligned and empowered team culture, that will be agile and adaptable in a VUCA world

Team Development in a VUCA World

High Performance Teams

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Breakdown Silos & Information Hierarchies

The second step in developing a highly aligned and empowered team culture is breaking down vertical information hierarchies. We explore how to develop the protocols to build open transparent information sharing networks.

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Develop Leaders Roles

The fourth step in developing a highly aligned and empowered team culture is developing leaders roles. In VUCA worlds, leaders need to be making less decisions not more. Their role needs to evolve to coaching & driving the culture and performance of the team.

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Empowerment

The fifth and final stage to developing a highly aligned & empowered team culture is empowerment. With empowerment comes trust, accountability and responsibility.



Thank you

Tom Cooke

Managing Director

M | +44 7494 498 337

W | www.explore-performance.com

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

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