



EXPLORE
WHAT
MATTERS

HOW WE MAKE A DIFFERENCE

WWW.EXPLOREWHATMATTERS.COM

OVERVIEW

Explore What Matters is a provider of profound learning experiences. We support and inspire people to create sustainable life-changing habits that can make a difference to themselves, their families, their workplace, society and the planet we live on.

We create relevant learning opportunities by translating the latest research from the fields of positive psychology, well-being and leadership development into pragmatic action.

We function as a community of some of the most talented and capable educators from around the world. We use our years of collective experience and knowledge to form impactful partnerships and experiences that enable sustained personal transformation aligned to wider needs.





AT OUR CORE

A core foundation of our practice is a belief that real learning and sustainable change comes from the deep personal connections and relationships formed through reflective shared experiences. Encouraging people to adopt a 'contribution' mindset to reap the benefits of reciprocity is a key feature of this approach.

Asking ourselves '**what really matters?**' is the underlying question that helps us develop a wider perspective and better understand ourselves and the world around us.

We utilise the freedom created by nature based settings to allow people to reflect, connect, and be inspired to take the responsibility to act.

The depth of relationships created in our immersive experiences are a key feature in participants being able to sustain behaviour change in the months and years after.

OUTCOMES

The experiences and programs we co-create result in people having:

A GREATER SENSE OF SELF

MORE RESILIENCE & FULFILLMENT

LOWER LEVELS OF ANXIETY

CLEARER DIRECTION AND PURPOSE

BEHAVIOURS ALIGNED TO THEIR VALUES AND BELIEFS

AN INCREASED ABILITY TO MAKE INFORMED DECISIONS

BETTER RELATIONSHIPS WITH FAMILY AND COLLEAGUES

GREATER ENGAGEMENT WITH THEIR WORKPLACES

A CLEARER PATH TO PERSONAL MASTERY

GREATER EMPATHY AND PERSPECTIVE OF SOCIAL AND GLOBAL CHALLENGES

PRAGMATIC IDEAS OF HOW TO MAKE A POSITIVE DIFFERENCE





APPENDIX

PAST AND CURRENT PROJECTS

- 1 Exploring Leadership**
Award winning executive development; delivered in partnership with the Cranfield School of Management.
- 2 Leadership for Good**
An initiative focusing on responsible leadership and developing the ability to lead with integrity to make ethical and values based decisions.
- 3 Well Being based Team Development**
A modular culture change program for a Michelin starred New York City restaurant.
- 4 Arctic Retreat**
'Personal Mastery Insight' in the high Arctic focused on reflection and action.
- 5 Cultural Development**
Short desert journeys to promote inter-cultural dialogue and understanding.
- 6 Wellness Retreat**
A sailing based retreat to promote greater all round well being.
- 7 Legacy**
Experiences for the inheritors of wealth ('Next Gens') to align self worth with net worth and to develop a clearer sense of purpose
- 8 Personal Coaching**
A month long journey on board an entrepreneur's yacht helping to develop a greater perspective and better relationships.

EXPLORING LEADERSHIP

Exploring Leadership is a three-module programme that integrates the outdoors, coaching, facilitated and self-directed learning activities over a six-month period. A distinctive feature is an individual retreat in nature which, according to delegates, offered an unparalleled opportunity for self-reflection. In total, the programme was delivered at three international hubs to 13 cohorts and 300 participants.

The programme was well received, highly rated and worked well as a catalyst of powerful change for a population of high-talent managers. The evaluation study found impact spanning:

The individual level: personal leadership
(self-awareness, reflective practice, confidence to lead)

The population level: a support system of networked relationships

The organisational level: improved talent development, leadership culture, and performance

The programme won the 2016 EFMD Gold award for Executive Development. Explore What Matters partnered with the Cranfield School of Management to lead the design, delivery and staffing of the programme.



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The results are demonstrating a lasting impact at an individual and business level with leaders across all facets of our business better connected and with clarity of focus on their role and what is most important.

At a time where our commodity price has fallen by 60%, our leaders are excited by the challenge and confident in their tools to meet the demands of change, innovation and business delivery. 2015 has seen our best year for safety and our highest production performance on record. We continue to set new records into 2016 and this has been during our most challenging economic environment.

There is a clear and palpable correlation between our performance and the leadership potential we have liberated with our Exploring Leadership immersion.

Jon Harris
Executive Vice President, BG Technical, BG Group

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2 LEADERSHIP FOR GOOD

The leadership for good initiative is now seven years in the making and aims to create a network of motivated people who are able to lead themselves, organisations, and society in an ethical and values-driven way.

Recent history has shown us through the various publicised scandals that a lack of ethical and values-based leadership is common in many teams and organisations. The consequences of such behaviours are severe for the organisations and for wider society. This initiative equips participants with the confidence, capability and courage to be able to step out of the crowd and 'lead in the moment', influencing action for the greater good where and when it is needed - regardless of experience, position or title.

The current framework comprises a 2-week residential program incorporating a 5-day canoe journey, a community engagement challenge and a 2-day follow up module.

6 cohorts have taken part to date resulting in an active alumni group of 120 people who continue to support each other to be responsible leaders in all aspects of their lives.



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I was recently interviewed by a US air force colonel and he rated me one of the strongest candidates he'd seen in 30 years of service. He rated me particularly high on my definition of leadership and what it meant to me, my ideas of which were formed on the program. It has made me a better person with people, in a team and in a leadership role, something which has been commented on frequently at work.

Thank you for your visionary inspiration and your efforts into putting the program together. May you be happy and continue to make epic positive impacts.

R.K. - participant

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I just wanted to let you know that the program has been invaluable again to me in my career as a trainee lawyer. This was highlighted particularly when I attended a 'Personal impact and reputation' training session at Freshfields today. Essentially, I knew most of it already through the self-awareness training we covered. An awareness of my strengths and drivers is helping me make my seat choices (departments) as I progress through my training.

An awareness of the importance of first impressions is also key, and the feedback on how I am perceived by others has been really helpful. I have realised what a unique opportunity was created in Morocco.

J.H. - participant

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WELL BEING BASED TEAM DEVELOPMENT

The challenge was to work with a high performing New York city restaurant with 2 Michelin stars and align their strategy with increased and sustained levels of employee well being.

Over the course of 6 months we designed a program of experiences where we:

- Worked with the whole team to help them gel and develop greater interpersonal understanding
 - Liaised with the head chefs and owners to set a culture of aligned behaviours
 - Used the latest research from the science of positive psychology to educate on 'peak performance' and 'personal excellence'
 - Undertook 1:1 coaching with the core team
 - Established 'positive contracts' to help every team member be at their best at work
 - Helped each employee commit to 'whole life positive habits' to sustain increased levels of overall well being
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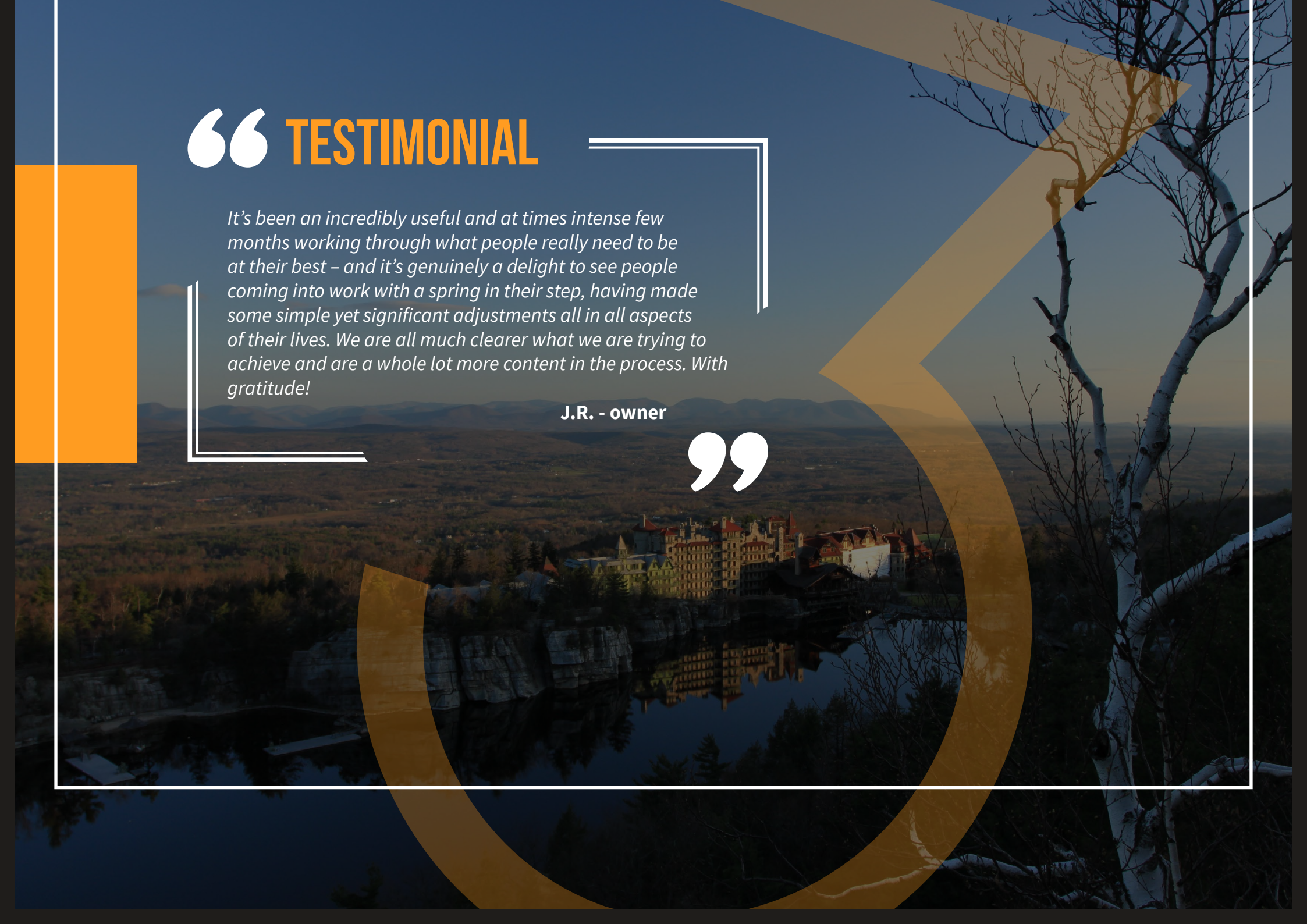


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It's been an incredibly useful and at times intense few months working through what people really need to be at their best – and it's genuinely a delight to see people coming into work with a spring in their step, having made some simple yet significant adjustments all in all aspects of their lives. We are all much clearer what we are trying to achieve and are a whole lot more content in the process. With gratitude!

J.R. - owner

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ARCTIC RETREAT

PERSONAL MASTERY INSIGHT

The Arctic retreat is a deeply thought provoking experience using nature at it's inspiring best to lay the foundations for a week of deep personal exploration and insight on the path to personal mastery.

Following an informal schedule of journeys, dialogue, educational talks and time considering some profound questions, the retreat allows participants to press pause and explore what really matters to them.

Based on the Norwegian archipelago of Svalbard 600 miles from the North Pole, the retreat involves travelling by dog sled, snow mobile and snowshoe. Staying in a variety of accommodation types, participants learn at first hand what life is like in a true wilderness, where the silence is deafening and where you can spend some precious time exploring your 'inner game', your beliefs and who you really are.



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A truly incredible experience. The opportunity to spend some quality time in such an inspiring place has given me the clarity I needed to make some adjustments to my practices and mindset. It is the ultimate place to develop perspective of who and what we are.

V.K. – participant and company CEO

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DEVELOPING CULTURAL AWARENESS

For over 5 years the Explore What Matters team have been contributing to and supporting the design and delivery of short wilderness journeys in the deserts of Oman to promote inter-cultural dialogue and understanding.

The 'Connecting Cultures' initiative is a rare opportunity for young people from different cultures to come together face to face, learn about other cultures and share knowledge about their own.

The aim of fostering an environment where inter-cultural dialogue can take place is to celebrate cultural diversity, break down stereotypes, identify shared values and in so doing promote understanding and help reduce the polarisation of cultures.

The young people chosen are those who have the potential to make a difference in society and influence others by sharing what they learnt first hand. Social status and academic ability are not important factors in participant selection.



A photograph of three people riding camels in a desert. The person in the foreground is a woman wearing a green hat and a backpack, waving. Behind her are two other people, one wearing a headscarf. They are all smiling and waving. A man in a dark shirt and pants is walking alongside the camels, holding the reins. The background is a vast, reddish-brown desert under a clear sky. Large, stylized orange and white geometric shapes are overlaid on the image.

“ TESTIMONIAL ”

The Connecting Cultures journey had a profound impact on me, and on my understanding of various inter-cultural aspects. The level of excitement, positivity, ideas, open-mindedness and joy during our expedition through the desert was just beyond describable.

Anon - participant

WELLNESS RETREAT

This retreat creates the time and space required to experience, learn and understand the science behind habits that promote sustained health for mind and body.

The week long yacht based retreat in the Caribbean is for anybody who's looking to spend some time engaging in facilitated wellness sessions with educational topics including positive mind-sets, mindfulness, gratitude, nutrition, intention setting, relationship development and exploring values. These are complemented by daily guided meditation and Yoga practise.

Our guiding principles are grounded in the study and science of Positive Psychology. This is a slow moving sea based journey visiting remote anchorages and beaches around the Island of Antigua. It's an opportunity to re-connect with what matters and to learn about being and staying well.





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Wow - I realised over our week together how much self compassion was needed in my life. I didn't realise how much rubbish I was saying to myself. I have to say that I've learned to stop it at the 'first dart' and I've had very few bad days since the trip as a direct result of this I believe. I am grateful for the things I learned and the experience was totally worthwhile.

Anon - participant

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LEGACY

Participants of 'Legacy' are significant wealth inheritors who are in the early stages of their careers or making significant life changes.

We create connected communities for the 'Next Gens' to learn, develop, define their purpose, and align their actions and behaviours accordingly. The purpose of the 'Legacy' experiences is to prepare wealth inheritors to be responsible business leaders to positively impact themselves, their family, society and the planet.

The world needs leaders who act with integrity, with conscience and with long-term vision. Leaders who can craft innovative solutions to the challenges we face and leaders who can harness an entrepreneurial spirit to make a positive difference to the world.

Legacy comprises educational inputs from business schools, inspirational speakers, community visits and intense nature based personal development experiences.

The ultimate aim of Legacy is to run a unique year long program to spend a year in the company of some of the world's most inspiring leaders and in physically and mentally challenging environments.

Participants will undertake a wealth of transformative experiences and emerge from a totally engaging year with a mission and purpose that will last a lifetime.



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Every person should have the opportunity to spend time in a remote environment to reflect and to develop a deep understanding of themselves. Live simply and without distraction and you will de-clutter your world, gain perspective and develop self-belief and confidence. The only way to learn and find your true passion is by having real experiences. Legacy will help people achieve this and give them the best chance of being our inspirational future leaders who can shape our world for the benefit of future generations.

Sam Branson - Entrepreneur

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8 PERSONAL COACHING

“When you’re 90 years old, what would you like to be remembered for?”

And so begun a series of thought provoking, challenging and developmental conversations with a successful entrepreneur. What followed was a month long sailing journey on their yacht to explore the critical issues brought to light by that poignant question. The client’s heightened awareness of the impact of their current behaviours and actions on those closest to them, formed the basis of the areas to explore.

Deep dialogue took place both on the yacht and also whilst walking and cycling around various Polynesian Islands to provide an experiential process to support the changing pace and perspective arising from the conversations.

In the months following the sailing journey, 1:1 follow up sessions were on-going to support the adopted behaviour and mindset changes. Evaluation of the impact of the coaching was undertaken via feedback from the client’s friends, relatives and employees.





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Since the sailing trip and associated coaching conversations, my father has been more grounded and balanced in his approach. He is easier to get along with and seems much more content with his work and is clearer where and how he wants to invest his time and energy.

Client's daughter

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PREVIOUS/CURRENT CLIENTS AND PARTNERS



BG GROUP



accenture



INSEAD
The Business School
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EXPL@RE WHAT MATTERS

This is a sample of the profound development work we do. We are always happy to discuss tailoring these projects to align with your ideas, or to design unique new projects to help you make a difference.

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