



Tommy Caulfield

ADVENTURER / EXPLORER

Resilience has become a workplace cliché, and most internal programmes do not change behaviour. Senior people leaders are looking for content that lands with a mid-career audience, sticks past the away-day, and translates into how individuals show up under pressure on Monday morning. Inspirational alone is not enough. The session has to be specific, repeatable, and credible to a room that has heard the abstract version many times before.

Tommy Caulfield is one half of The Tempest Two, an adventurer and resilience speaker who turns documented world-first expeditions into mindset and high-agency content for corporate audiences.

Tommy Caulfield's 2026 Biography

Why organisations work with Tommy Caulfield

- Stories with receipts. The Atlantic crossing, the Patagonia ultra triathlon, and the El Capitan climb are documented adventures, not platform anecdotes, which gives the resilience material an evidence base most motivational keynotes do not have.
- The “ordinary person” frame. Caulfield was a content marketer with no endurance background before any of this. That makes the material legible to a non-elite audience in a way that ex-military and Olympic speakers often are not.
- A specific intellectual hook in High Agency. The signature talk reframes resilience as ownership and decisive action under ambiguity, which gives people teams a more useful organising idea than “be resilient.”
- A corporate client list that signals fit. Repeat work with Google, Microsoft, JP Morgan, Airbnb, Nike, Dropbox, BNY Mellon, and Gymshark indicates the content travels across sectors and seniority levels.

Biography highlights

- Co-founder of The Tempest Two with James Whittle, the speaking and adventure partnership formed after their 2015 Atlantic crossing.
- Rowed 3,000 miles across the Atlantic unaided in 54 days, from the Canary Islands to Barbados, with no prior rowing experience.
- Completed a world-first ultra triathlon in Patagonia: 1,600km cycle, 65km mountain run, and a 100km stand-up paddleboard descent of the La Leona river between Lakes Viedma and Argentino.
- Climbed El Capitan in Yosemite with 36 months’ climbing experience.
- Co-founder of Dose, a workplace wellbeing company whose clients have included Nike, BNY Mellon, IBM, and Airbnb.
- Host of The Tempest Two Pod, a podcast on adventure mindset.

AVAILABLE FOR

- Organisational Development Programme
- Speaking

TOMMY'S SPEAKING THEMES

- Employee Engagement
- Motivation and Inspiration
- Team Leadership

LANGUAGES: English

- Corporate keynote clients include Google, Microsoft, JP Morgan, Dropbox, Heineken, Gymshark, and Rapid7.

Biography

Most resilience content fails the room within five minutes. The audience has heard the abstract version. They have done the workshop. What they have not heard is someone who can describe what changes in the head when a 7-metre rowing boat capsizes 1,500 miles from land in a hurricane, and then say something useful about Monday morning.

That is the slot Tommy Caulfield fills. He and James Whittle, who together form The Tempest Two, rowed 3,000 miles unaided across the Atlantic in 2015 with no prior rowing experience. They followed it with a world-first ultra triathlon across Patagonia in 2017: a 1,600km cycle, a 65km mountain run, and a 100km stand-up paddleboard descent of the La Leona river. They climbed El Capitan in 2019 with three years of climbing experience between them.

The keynote work draws on those expeditions, but the proposition is structural rather than anecdotal. The signature talk, High Agency, treats ownership and decisive action under ambiguity as a learnable workplace skill, not a personality trait. It is built for audiences who are tired of being told to be resilient and want a more specific mental model.

The corporate adoption supports the case. Caulfield has delivered repeat keynotes for Google, Microsoft, JP Morgan, Airbnb, Nike, Dropbox, BNY Mellon, Gymshark, and Heineken, and co-founded the workplace wellbeing company Dose, which has worked with Nike, BNY Mellon, IBM, and Airbnb. The “ordinary person” framing is the differentiator: no elite athletic background, no military service, no academic credential. The credibility lives in the expeditions themselves and the room responses they produce.

Key speaking topics

- Resilience and performance under pressure
- High agency and ownership at work
- Growth mindset
- Team performance in adversity
- Adventure mindset and behaviour change
- Decision-making under uncertainty

Ideal for

- People and culture leaders looking for resilience and mindset content that lands with a mid-career audience.
- Sales, customer, and high-pressure operating teams running annual kick-offs or away-days.
- HR and L&D teams designing wellbeing or performance programmes that need a credible external opener.
- Conference programmes wanting an adventure-led keynote with a corporate client track record rather than a pure inspirational slot.

Audience outcomes

- A working definition of high agency that an audience can apply to their own decisions, not a generic call to be more resilient.
- A felt sense of what mindset under prolonged pressure actually looks like, drawn from documented expeditions rather than abstract

examples.

- Specific habits and decision routines used to keep moving through setbacks, capsizes, and prolonged adversity.
- A reset of what “ordinary” people are capable of when the frame shifts from experience to ownership.

Tommy Caulfield's 2026 talks & topics

High Agency

A talk on ownership and decisive action as a workplace capability, drawn from the moments on expedition where waiting was the worst option.

Key takeaways:

- A practical definition of high agency separated from generic “proactivity” language
 - How to make decisions when no option is fully informed and time is short
 - How to coach high agency in teams without it tipping into recklessness
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Resilience

A talk on what sustained pressure actually does to performance, and what habits hold up when the original plan does not.

Key takeaways:

- The difference between recovery resilience and in-the-moment resilience
 - Routines that survive contact with adversity
 - How teams keep functioning when individual members are at their limit
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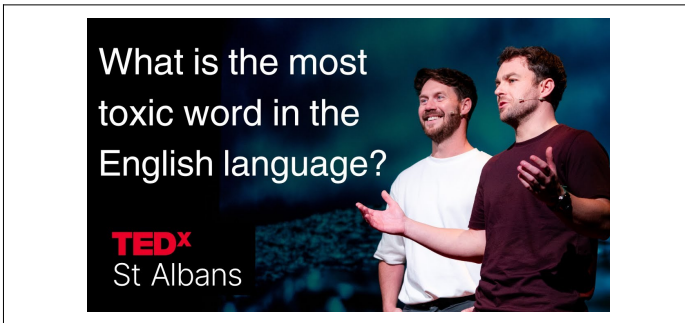
Growth Mindset

A talk on how an “ordinary person” with no background in endurance ended up rowing the Atlantic, and what that says about the limits people set for themselves at work.

Key takeaways:

- How fixed beliefs about capability quietly cap performance
- How to convert setbacks into evidence rather than confirmation
- Behavioural cues that distinguish a learning team from a defensive one

Tommy Caulfield's Videos



What Tommy Caulfield's clients say

If you're searching for impactful speakers, make sure Tom and James are top of your list. Their stories demonstrate how teams can work together regardless of culture, industry, size or location.

Rapid7

Relatable, engaging, motivational & incredibly powerful. 10 out of 10

J.P. Morgan

You've inspired us all to push the boundaries and reach new heights

Gymshark

Tommy Caulfield's 2026 speaking fees

Specific fees fall within the ranges shown. These are presented as a guide only and are subject to change without notice.

	EUR	GBP	USD
Home Country	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
Asia Pacific	Please enquire	Please enquire	Please enquire
Europe	Please enquire	Please enquire	Please enquire
Middle East & Africa	Please enquire	Please enquire	Please enquire
South America	Please enquire	Please enquire	Please enquire
United Kingdom	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
US East Coast	Please enquire	Please enquire	Please enquire
US West Coast	Please enquire	Please enquire	Please enquire
Virtual	Please enquire	Please enquire	Please enquire