



Transforming Teams.
Building Leaders.
Creating Sustainable Impact.

CORPORATE PROFILE



THE BARN LUSH ADVENTURE STORY

WE ARE LEADING, UNITING AND STRETCHING HORIZONS FOR COMMUNITIES AND THE WORLD.

**Lush Adventure @ Barn was born from a shared conviction:
Real transformation happens beyond the boardroom**

The Barn House brings more than a decade of leisure and hospitality experience within a 4 acre rubber plantation in Kiriberiya, Panadura. Lush Adventure brings over 20 years of Human Capital Development powered by Learning Management Solutions Trends Company.

Together, these strengths create Lush Adventure @ Barn – a transformative platform designed to connect people with nature, unleash human potential and develop individuals and teams who **lead with purpose, collaborate with integrity and perform with excellence.**

MORE THAN AN OUTDOOR EXPERIENCE

BARN LUSH ADVENTURE combines nature, hospitality, adventure and human development expertise to create experiences with a clear developmental purpose.

NATURE THAT INSPIRES

Immersive outdoor environments take participants beyond routine and create space for authentic connection.

EXPERIENCES THAT TRANSFORM

Purpose-designed challenges turn learning into something participants experience, not simply hear about.

SCIENCE THAT DELIVERS

Programmes are supported by structured methodologies, assessments and competency frameworks.

OUR VENUE THE BARN HOUSE

MORE THAN A VENUE — *An Environment for Connection, Learning & Growth*

Located in Kiriberiya, Panadura, The Barn House provides a distinctive natural environment for experiential learning, leadership development and team engagement.

Set within a four-acre rubber plantation, the venue combines nature, sustainable architecture and modern hospitality creating an environment far removed from the conventional workplace.

The setting itself becomes part of the learning experience, helping teams move beyond routine into reflection, authentic conversation, collaboration and shared discovery.

Immersed in Nature

A tranquil green environment away from everyday workplace routines.

Designed for Experiences

Indoor and outdoor spaces for programmes, workshops and activities.

Space to Connect

An environment encouraging reflection, conversation and teamwork.

Convenient Yet Secluded

Accessible from Colombo while offering a private, nature-led experience.



Location: **Barn House, Panadura, Sri Lanka**



Kushantha Hewapathirana
Founder Barnhouse Studio

WHY THE BARN HOUSE?

Award-Winning Sustainable Venue

Recognized under the National Sustainable Tourism Certification Scheme (NSTCS) as Best Sustainable Tourism (SME) Project 2023. Also holds the Level One Good Travel Seal Certification.

1,000+ Trees Preserved

A genuine commitment to preserving the natural ecosystem that surrounds the property, ensuring biodiversity and a living landscape for all programmes.

Local Community Support

Local staff, local sourcing, and community-focused initiatives that ensure the Barn House experience creates lasting value far beyond its grounds.

90% Upcycled Design

Innovative architecture using salvaged and upcycled materials — a regenerative approach that reduces waste and conserves natural resources.

100% COMMITTED TO SAFETY AND WELL-BEING

Safety and well-being are at the heart of every experience we create. We maintain best-in-class safety standards across all activities, uphold rigorous food hygiene and quality practices, and ensure that every experience is delivered by a professionally trained team.



THE BARN HOUSE

FACILITY

Every corner of The Barn House has been thoughtfully designed to serve as a backdrop for growth, connection, and adventure. From open-air lawns ideal for large team exercises, to rustic indoor halls perfect for strategy sessions and debriefs, the facility provides a seamless blend of functional space and natural beauty.

CAMPING MODE

Comfortable **4–6 man tents** with fans

Capacity: 100 Pax

The ultimate immersive outdoor experience under the stars.

BARN MODE

Dorm-style AC sleeping at the Mini Barn House.

Capacity: 40 Pax

Comfortable communal accommodation with a rustic charm.

COTTAGE MODE

Private **air-conditioned cottage** rooms.

Capacity: 15 Pax

Ideal for senior leadership retreats and VIP cohorts.



Meals

Standard meal arrangements



Entertainment

Night DJ Party
Callipso Band



Pool Access

Full pool access
BYOB policy applies



Washrooms

Comfortable
Well maintained

TRAINING SPECIALIST

LMST - WHAT MAKES US DIFFERENT

STRATEGIC HUMAN CAPITAL PARTNER

"We Transform HR into a Strategic Business Enabling Center."

Learning Management Solution Trends (LMST) is a fully fledged 360-degree human capital development solutions provider.

One of the most results-oriented development consultancies in Sri Lanka. We enable affordable solutions via cutting-edge scientific tools and processes, believing firmly that organizational success is driven through people.

OUR VISION

To become the Strategic Human Resource Powerhouse in ASIA by 2030.

OUR MISSION

We enable organizational development and unleash human talents via scientific and strategic Human Capital Solutions.



Udayakanth Fernando
Founder LMST

Our approach supports organizations in areas including:

- ▶ Leadership Development
- ▶ High-Performance Teams
- ▶ Competency Development
- ▶ Talent Management
- ▶ Culture Building
- ▶ Employee Engagement
- ▶ Assessment & Development
- ▶ Coaching & Behavioral Development

OUR CORPORATE SOLUTIONS

BUILDING HIGH-PERFORMING TEAMS TO DRIVE ORGANIZATIONAL RESULTS

BARN LUSH ADVENTURE provides customized solutions for organizations seeking to strengthen people, teams, leadership and culture.

01 High-Performance Team Building

Develop trust, collaboration, communication and collective accountability.

02 OBT & Adventure-Based Learning

Purpose driven outdoor experiences connected to organizational outcomes.

03 Leadership Development

Develop leaders through immersive challenges, simulations and reflection.

04 Staff Engagement Experiences

High energy experiences designed to strengthen connection and engagement.

05 Strategy Boot Camps

Move strategy beyond discussion through action based learning.

06 Organizational Culture Building

Create stronger alignment around values, behaviors and purpose.

07 Assessment & Development Centres

Observe competencies and behaviors through structured experiences.

08 Consultancy & Development Solutions

Support organizational capability through targeted human-capital interventions.

These solution areas are consolidated directly from the current offering.

OUR COMPETENCY ARCHITECTURE

THE LEAP LEADERSHIP COMPETENCY FRAMEWORK

Our programmes are designed around the well-researched LEAP Competency Framework and can be customized for leaders and corporate teams. Through competency mapping, we align specific behaviors with each organization's unique priorities and needs. We focus on developing observable, measurable behaviors that drive meaningful and sustainable results.

- ▶ Accountability
- ▶ Adapt Change

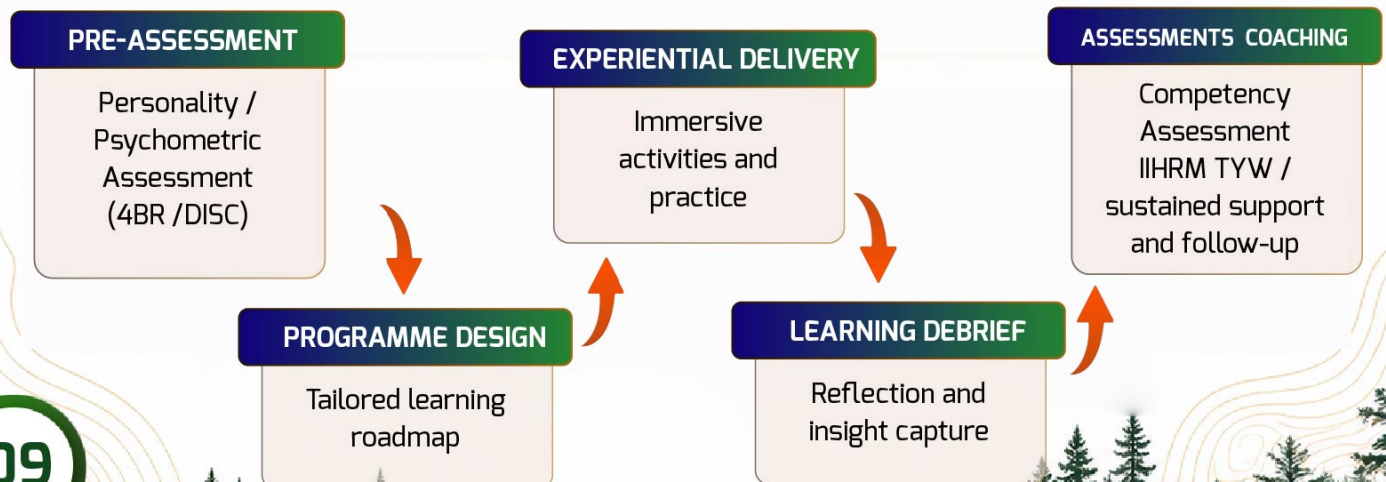


LUSH ADVENTURE programmes can be architected around the **LEAP Leadership Competency Framework**, mapping behavioral competencies to organizational priorities and programme experiences.

HOW WE CREATE IMPACT

FROM EXPERIENCE TO TRANSFORMATION

Every programme follows a structured development journey so that activities serve a clear purpose rather than becoming stand-alone entertainment.



OUR INNOVATIVE APPROACH

THEMATIC TRAINING PROGRAMMES

BARN LUSH ADVENTURE does not deliver generic training. We design themed, immersive programmes that combine adventure, strategy, and behavioral science to create unforgettable learning journeys. Each programme is built around a compelling narrative that serves as the vehicle for developing specific leadership competencies and team behaviors.



TROY

High-performance team building simulations based on the GPX tool + 5 Levels of Leadership and Strategy Building. Participants navigate epic strategic challenges that mirror real-world boardroom decisions.



BRAVO

High-performance team building + Leadership model with 5Cs. A dynamic programme that tests courage, communication, commitment, collaboration, and creativity under pressure.



LOST LAND

Extreme jungle survival programme. VUCA Leadership + Change Management + Culture Building + Team Dynamics. Pushes participants beyond comfort to discover extraordinary capability.



BLITZKRIEG

The elite high-performance leadership simulation programme. Strategy + Leadership + High Performance + High Potential. Reserved for those ready to operate at the absolute peak of performance.

OUR EXPERIENCE ZONES

BARN LUSH ADVENTURE uses different experiential environments to challenge teams physically, mentally, strategically and behaviorally.



BUILD ZONE

Connect. Collaborate. Build.

Foundation experiences revealing communication patterns, team dynamics and emerging leadership.



CHALLENGE ZONE

Think. Adapt. Overcome.

Strategic and problem-solving challenges testing resilience, creativity and execution.



ADVENTURE ZONE

Trust. Stretch. Discover.

Outdoor experiences that take participants beyond comfort zones and build courage, trust and adaptability.



BATTLE ZONE

Strategize. Execute. Perform.

Competitive simulations testing coordination, tactical thinking, leadership and performance under pressure.

Every challenge is designed to reveal something about how a team thinks, communicates, leads and performs.

BUILD ZONE

SIMULATIONS & ACTIVITIES

The Build Zone brings teams together through structured games that build trust, communication, collaboration, and problem solving, the essential foundations of high-performing teams.

STRATEGIC GAMES

Participants practice real-time decision-making and resource allocation — building the strategic thinking muscle essential for leadership under uncertainty.

COGNITIVE GAMES

Challenges that develop analytical thinking, pattern recognition, and mental agility — equipping teams to solve complex problems collaboratively.

COMMUNICATION GAMES

Activities that expose communication gaps and build the habits of clarity, active listening, and effective feedback within teams.

CREATIVE GAMES

Imaginative challenges that unlock creative confidence and teach teams to innovate beyond conventional thinking.

LEADERSHIP & TEAM DYNAMICS

Role-based simulations that reveal natural leadership styles, team roles, and group dynamics — providing powerful self-awareness and team insight.

PROBLEM SOLVING GAMES

High-pressure scenarios that build resilience and collaborative problem-solving under conditions that mirror workplace challenges.



CHALLENGE ZONE

WHERE STRONGER TEAMS BEGIN

BARN LUSH ADVENTURE uses different experiential environments to challenge teams physically, mentally, strategically and behaviorally.

STRATEGIC THINKING

Seeing the bigger picture and planning collectively.

COLLABORATION

Moving from individual contribution to collective performance.

LEADERSHIP

Taking responsibility, influencing others and enabling performance.

RESILIENCE

Maintaining energy and focus when challenges intensify.

EXECUTION

Turning plans into coordinated action.



ADVENTURE ZONE

STRETCHING COMFORT ZONES. STRENGTHENING TEAMS.

Our Adventure Zone uses the natural environment to create memorable challenges where trust, courage, communication and adaptability become real experiences.



RAFTING

Communication · Coordination · Adaptive Leadership

Teams must communicate, synchronize and respond collectively as conditions change.



ROPE COURSES

Trust · Courage · Psychological Safety

Supported physical challenges help participants experience vulnerability, mutual reliance and confidence.



ZIP-LINE

Courage · Confidence · Personal Challenge

Moving beyond perceived limitations creates a powerful experience of growth.



COMPASS MARCH

Strategy · Navigation · Decision-Making

Teams navigate natural terrain using collective planning and decision-making under ambiguity.

BATTLE ZONE

STRATEGY MEETS EXECUTION

High-energy tactical and precision experiences bring focus, strategic positioning, role clarity, communication and competitive execution into play.



GEL BLASTER

Strategy · Communication · Adaptability

Fast-moving team scenarios require positioning, communication and coordinated execution.



PAINT BALL

Planning · Teamwork · Execution

Teams experience how strategy, mutual support and disciplined execution determine outcomes.



ARCHERY

Focus · Discipline · Precision

A concentrated individual challenge that rewards control, patience and accuracy.



TARGET SHOOTING

Composure · Focus · Performance

A precision experience designed around concentration and disciplined performance.

LEISURE & CREATIVE SEGMENT

Peak performance also requires renewal, creativity, and reflection. Our Leisure & Creative Segment creates space to slow down, reconnect with nature and self, and explore creativity—balancing adventure with meaningful restoration and personal insight.

POTTERY



Participants connect with the elemental creativity of shaping clay — developing patience, mindfulness, and the understanding that mastery requires both skill and the courage to begin imperfectly.

BIRD WATCHING



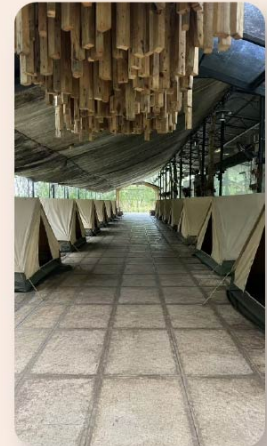
A guided nature immersion that develops presence, attention to detail, and a deep appreciation for the natural ecosystems that sustain us — qualities that enhance observational leadership.

NIRVANA YOGA & MEDITATION



Expert-guided yoga and meditation sessions that restore mental clarity, reduce stress, and develop the inner stillness from which exceptional leadership flows. A deeply transformative reset for busy professionals.

CAMPING



Sleeping under the stars in comfortable tents within the plantation creates an irreplaceable experience of simplicity, community, and connection to nature that resets priorities and deepens team bonds.

EVENTS & ENGAGEMENT EXPERIENCES

BEYOND TRAINING — EXPERIENCES THAT BRING PEOPLE TOGETHER

BARN LUSH ADVENTURE can also create memorable engagement experiences for organizations seeking to celebrate, connect and energize their people.



CORPORATE STAFF GATHERINGS

Relaxed team experiences within a distinctive natural environment.



MUSICAL EVENINGS

Entertainment-led evenings with live music or DJ options.



TRADITIONAL CELEBRATIONS

Culturally inspired experiences designed around shared participation.



SCAVENGER HUNTS

Interactive team challenges combining exploration, clues and collaboration.



CITY ADVENTURE TOURS

Experiential journeys built around discovery and team interaction.



NATURE HIKES

Outdoor journeys encouraging connection, reflection and shared experience.

STRATEGIC PARTNERSHIPS

THE EXPERTISE BEHIND THE EXPERIENCE

BARN LUSH ADVENTURE's capabilities are strengthened through a network of specialist partners across human capital development, coaching, assessment and professional development.



LMST

360-degree human-capital development solutions supported by scientific tools and processes.



GAFM

International professional certification network operating across 40+ countries.



IIHRM

Human Resource and Organizational Development expertise including executive coaching, succession and competency assessment.



4BR PERSONALITY FIT

Scientifically validated personality profiling supporting selection, development and talent-management decisions.



TALENT COACH+

High-performance coaching and development supported by specialist professionals and accredited trainers.



BRC PARTNERSHIP UK

International training and competency-development arm supporting leadership, talent, culture and learning solutions.

LEAD TRAINER

MR. DILSHAN LANKATHILAKA

LEAD TRAINER | COACH | HUMAN CAPITAL DEVELOPMENT SPECIALIST

With 20+ years of diversified experience across Banking, Consumer Goods and Logistics, Dilshan brings extensive expertise in Learning & Development, talent management, organizational change, leadership coaching and high performance team development.



SELECTED RECOGNITION

- ▶ Gold Award for Learning & Development – 2018 & 2024
- ▶ Great Manager Award – 2020
- ▶ CIMA Leadership Award – 2023
- ▶ Learning & Development Leadership Award – 2024

PROFESSIONAL & ACADEMIC CREDENTIALS

- ▶ Master Coach USA/EU · MBA (UK) · AIB (SL) · Affiliate CIM
- ▶ International Trainer C&G UK · Certified Trainer IFC (UK)
- ▶ Certified Competency Mapper · Master Trainer
- ▶ Certified Talent Professional
- ▶ Chartered Organizational Change Management Specialist

EXPERIENCE AT A GLANCE

20+ YEARS

As a coach and trainer.

4,000+

Training and coaching hours.

500+ PROGRAMMES

Across Sri Lanka & Maldives

5,000+ INDIVIDUALS

Inspired through professional programmes

20,000+ STUDENTS

Reached through youth and student development initiatives

PANEL OF INTERNATIONAL FACILITATORS



Bill Roy

Founding Director
BRC Partnership UK
Master Leadership Coach
Trainer



Jonie Graham

Senior Training
Consultant
Leadership Coach



Pritha Dubey

Funder Success Vitamin
India
Master Sales Coach



Puneet Rathi

Management Consultant
Executive Coach



Akansha Arora

Organizational
Transformation Strategist



Nora Imeli

Hypnotherapist
Life coach
Leadership and Human
Capacity Consultant



Bradley Emerson

Author
Keynote Speaker
Business Strategist
Executive Coach

PANEL OF EXPERT SHL ASSESSORS

Nidukani Mendis

SHL Certified Assessor & 9-Box Grid Practitioner with 25+ years of management experience and 15+ years in Assessment Centre practice.

Rukmani Manohar

SHL Certified Assessor with 15 years' HR experience, specializing in talent, leadership, and organizational development.

Fiona Elias

SHL Certified Assessor with 20+ years' experience in Assessment & Development Centres, specializing in organizational behavior, people, and performance.

Poorna Amarasinghe

Over 25 years of Administrative experience at Managerial level across multiple industries. 15 years experience in the capacity of Assessor.

Nihara Wijebahu

SHL Certified Assessor & HR Consultant specializing in strategic HR, operations, training, and leadership. Currently supporting IDEAHUB and CWT Globelink, with an Executive MSc in HRM.

IIHRM - STRATEGIC HR PARTNER

IIHRM is a leading Sri Lankan HR and Organizational Development consultancy that delivers practical, evidence-based solutions tailored to each client's unique needs. It provides executive coaching, CEO succession planning, family business advisory, and leadership competency assessments, serving organizations ranging from large corporations and family businesses to government and educational institutions.



FOUNDING DIRECTOR & CEO
Late . Mr. Ranjeewa Kulatunga



MANAGING DIRECTOR
Ms. Onaya Kulatunga

LET'S CREATE IMPACT TOGETHER

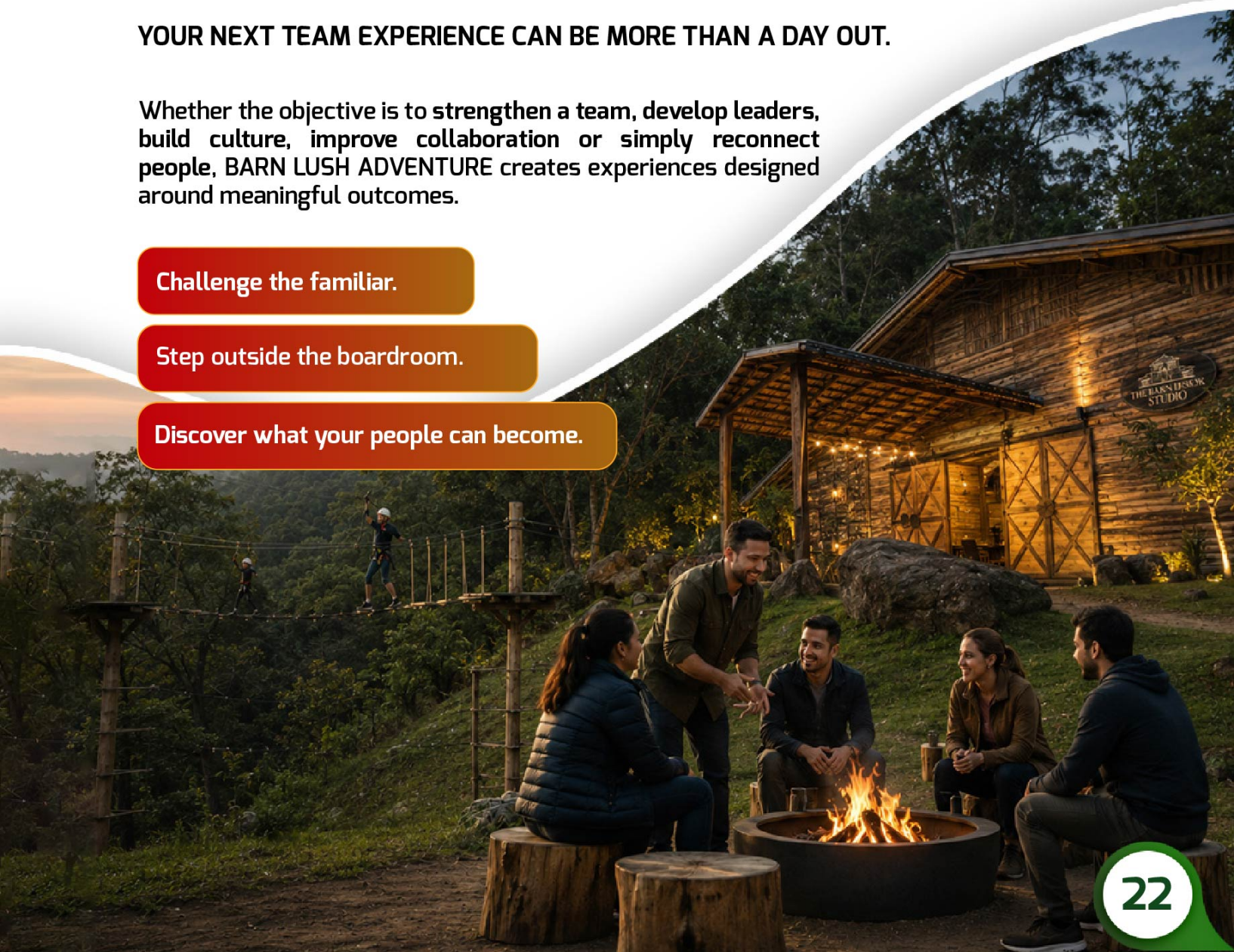
YOUR NEXT TEAM EXPERIENCE CAN BE MORE THAN A DAY OUT.

Whether the objective is to strengthen a team, develop leaders, build culture, improve collaboration or simply reconnect people, BARN LUSH ADVENTURE creates experiences designed around meaningful outcomes.

Challenge the familiar.

Step outside the boardroom.

Discover what your people can become.



LUSH ADVENTURE @ BARN

LEADING • UNITING • STRETCHING HORIZONS



WhatsApp or Call
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barnhouse.lk

lmstrends.com

SCAN
HERE!

