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COUNTER-ERRORISM IN
PERFORMANCE UNDER
PRESURE & DECISION MAKING



BAILOUT

HUMAN SYNTHESIS

Behavioral Competence Training and Assessment



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THE CHALLENGE

Under pressure, people tend to change from established norms and best practices, to behaviors that are often difficult to explain.

Critical error reduction techniques

Randomness, Unpredictability, Uncertainty, Asymmetries & Normalization of deviance.

Decision making

Human error. Stress, Fatigue, Workload, Time Pressure, Distractions, Level of Co-responsibility, Situational Awareness, Communications, Teamwork and Leadership.

Safety intervention techniques

Reduced performance and productivity, Burnout, Motivation & Demotivation, Individual and group frictions, Asymmetric threats, Negotiations, Sales, Accident investigations, Process frictions

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BBS

Behavior Based Safety (BBS), is a process that informs management and employees of the overall safety of the workplace through safety observations. BBS is intended to focus workers' attention on their own and their peers' daily safety behavior.

Gamification

Techniques on behavior design, and operation in human to human and human to machine or information systems and applications, optimizing interactions and increasing ROI

SOLUTION

An innovative combination of developing interdependent Non-Technical skills, Training and Specialized tools.

Simulations

Simulating the operation of a real process and system over time. Our models represent the key features or behaviors of the chosen system and process, while the simulation represents the evolution of the model over time.

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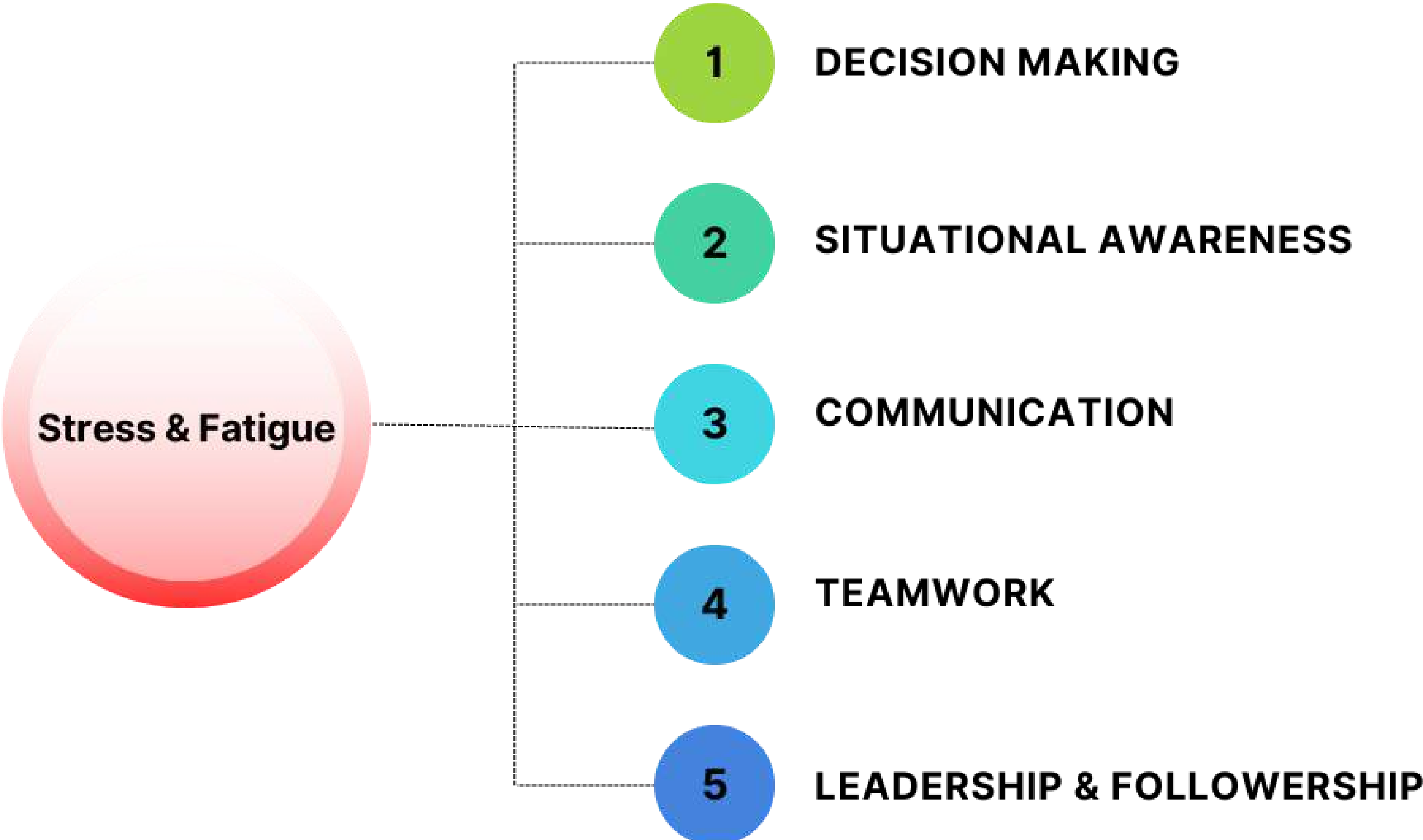
THE UTOPIA

Teams do not arise "accidentally" and certainly their formation and union is not done only by team building exercises. To thrive, they need guidance, knowledge, experiential learning, and an environment of psychological safety that allows them to build a shared mental model.

ACTION

Simulations with modern software and HITL methods, framed by theoretical training from the cutting edge of scientific research in high-risk industries (aviation, health, shipping, oil, special forms of diving etc.)

This way, your teams train in a virtual, high stress and psychologically safe environment with the guidance of instructors whose experience comes from professions where mistakes literally cost lives..



REDUCING HUMAN ERROR

Improving Individual and Team Performance and Safety

This two-day training equips you and your teams with the skills and knowledge that are critical to developing and building high-functioning & high-performing teams. Standards of IMO, ISM Code, MLC 2006, TMSA-3 (Elements One, Two, Three, Five, Seven, Eight, Nine & Fourteen), SIRE 2.0 have been considered.

Using unique imaginative (computer-based, VR & physical) simulation methods combined with case studies and inspiring theoretical training, your team(s) will begin to shine on your journey to excellence.



Indicative Documentation Reports

IMO

IMO Model courses 1.08, 1.21, 1.22, 1.29, 1.30 1,39, 1.40, 1.42

MLC 2006

Regulations 1.3, 1.4, 2.3, 4.1, 4.2, 4.3, 4.5, 5.1.4, 5.1.5, 5.2.2

ISM CODE

Elements 1, 3, 4, 5, 6, 7, 8 - 2015 Update | MSC-MEPC.7/Circ.8,6,7 &3

TMSA-3

Elements 1, 2, 3, 5, 7, 8, 9, 14.

SIRE 2.0

ASSESSMENT & RECRUITMENT

We implement an innovative and reliable assessment process for high-ranking executives (assessment or development centers), focusing on their reactions under pressure, creativity, co-responsibility and critical thinking.

DEVELOPMENT

The development of executives comes through an environment that identifies their strengths, highlights them and optimizes them.

WELL BEING

Conditions of stress and anxiety threaten the Mental Health and Well-being of employees. Through our training, the participants realize how they really react to these conditions, learning at the same time more effective ways of management.

HEALTH & SAFETY

Managing human error contributes to better decision making aimed at reducing accidents and enhances both physical and mental safety.

Indicative Axes of Application

HOW IT WORKS

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Option 1

2 days - 20 hours

Option 2

3 days - 25 hours

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Roadmap Options

Standards of organization, staffing, process prioritization, performance indicators, regular management meetings, business plans, business plans, ergonomic interventions and improvement plans in the company's operational structures.



Strategy | Monitoring & Control
| Process management

STEP 1

Presentation

STEP 2

Quotation

STEP 3

1st Phase Implementation

STEP 4

Strategy | Monitoring & Control
| Process management



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Trainer & Coordinator

Spyros created this program, when the serious effects of the gaps between theory and practice became even clearer, with the beginning of the pandemic COVID-19. He recognized the gap in knowledge about Behavior Based Safety, Human Factors, the interdependent Non-Technical Skills and the Just Culture mentality in corporate environments.

Prior to that, he spent 13 years in Hellenic Air Force as a member of Combat Search & Rescue Operations. At the same time he was a rebreather, wreck penetration & cave diving trainer. He left HAF in 2013 utilizing his studies in Marketing & Communication Management, Project management and several operation excellence models, to establish his Business Agency which he maintains until today.

Spyros has trained over 1000 people in BBS & Human Factors, both in his diving, military and business career.



Spyros Kollas

Senior Business Advisor
Public Sector & Corporate Governance

Team organizational clarity,
alignment, and standardization in
order to improve operationally and
philosophically performance





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