



# Company Profile

Innovative Solutions for Team Development,  
Sustainable High Performance and Well-being.

Presented by  
**Spyros Kollas**



# About Us



BHS founded on the principles of integrity, respect, and innovation.

We are a trusted partner for corporate excellence and leading provider of innovative training, assessment and development solutions designed to enhance communication, leadership, and overall team performance.

Our unique approach combines state-of-the-art technology, and trends from the forefront of scientific research, with engaging, experiential learning methods, to ensure impactful and lasting results.





## Our Vision & Mission

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We aim to nurture environments of growth and mutual support, where individuals feel a deep sense of belonging, so they can thrive personally and collectively.

### **Our Vision**

A world where every organization, big or small, thrives with clarity and confidence, turning challenges into triumphs and achieving remarkable success. Imagine a future where every team feels empowered, every decision leads to growth, and innovation knows no bounds.

### **Our Mission**

To empower organizations to navigate complexity with clarity, with the tools and training needed to overcome communication and organizational challenges, fostering a culture of excellence and continuous improvement.





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# Our Core Values

- Integrity
- Knowledge Sharing
- Respect and Value
- Innovation
- Support and Advocacy
- Recognition and Praise
- Trust and Confidence
- Diversity and Inclusion
- Tangible Outcomes
- Joy and Fun





# Product Portfolio

- **Anthro-Simulator:** A computer-based non-technical skills training and assessment tool for project management and team development.
- **Healthy Place to Work Certification:** A comprehensive assessment of physical, emotional, psychological, spiritual, and social health.
- **Soft Skills Focused Scuba Diving Retreats:** Team-building experiences that combine scuba diving with soft skills development.

## 1. Anthro-Simulator

A fun yet serious simulation activity that allows for behavioral patterns to be experienced.

### Key Training Concepts:

- Cooperation and Coordination
- Team Building and Development
- Leadership
- Task and Stress Management
- Communication
- Planning and Task Analysis
- Information Gathering and Attention Management
- Situational Awareness
- Workload and Task Load Management
- Decision-Making and Problem-Solving
- Error Management





# Outcomes & Benefits



*“Nurturing environments of growth and mutual support, where individuals feel a deep sense of belonging, so they can thrive personally and collectively.”*

**Employees:** Enhanced cooperation, improved leadership skills, increased situational awareness, and problem-solving capabilities.

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**Organization:** A more engaged and motivated workforce leading to higher productivity and efficiency.

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**Stakeholders:** Confidence in your organization’s ability to deliver top-notch services through well-trained personnel.

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# Solution - Steps

Seeking detailed insights, not just general information. One-word answers won't suffice, as we will be delving much deeper into the subject.



01

## Familiarization

Upon registration you will get the link to the preparatory video for the simulator and you will conduct a familiarization scenario.

02

## Theory

Deep dive to Teamwork, Leadership & followership, Communication, Situational awareness, Decision making & the Performance shaping factors. Case studies and collaborative exercises included.

03

## Scenarios

Working in pairs, the crew members share one of the two workstations on board, which are designed to handle: Propulsion systems, Tasks, Experiments and The management of energy reserves.



# Solution - Steps

It compels you to self-reflect, reminding you that only you can deceive yourself!



04

## Monitoring

Use of several ways of monitoring the executions of the scenarios and the actions (verbal & non-verbal)

05

## Debriefing

Practice with the most accurate and effective debriefing models that are used by High Performance Teams.

06

## Analysis

After each scenario we dig deeper to the decision making process of the participants



# Additional Benefits in

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



01

## Assessment & Recruitment

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

02

## Development

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

03

## Wellbeing

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.

04

## Health & Safety

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

## 2. Healthy Place to Work Certification

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- Focuses on coherence and salutogenesis.
- Examines health across physical, emotional, psychological, spiritual, and social dimensions.
- Promotes a holistic approach to workplace well-being.
- Enhances overall employee satisfaction and productivity.





# Outcomes & Benefits



*“Nurturing environments of growth and mutual support, where individuals feel a deep sense of belonging, so they can thrive personally and collectively.”*

**Employees:** Improved overall well-being and morale, reduced absenteeism, and turnover rates.

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**Organization:** Enhanced company reputation as a caring and responsible employer, attracting top talent.

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**Stakeholders:** Assurance that your organization values and supports its employees, leading to sustained organizational success.

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# Healthy Place to Work<sup>®</sup>

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Proven to increase the health of the individual and the organisation alike.

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Benchmark and track progress.

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Be publicly recognised as a healthy workplace.

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Enhances an organisation's Employer Brand and says to the world 'we're an employer of choice'. Healthy employees lead to improved business performance.

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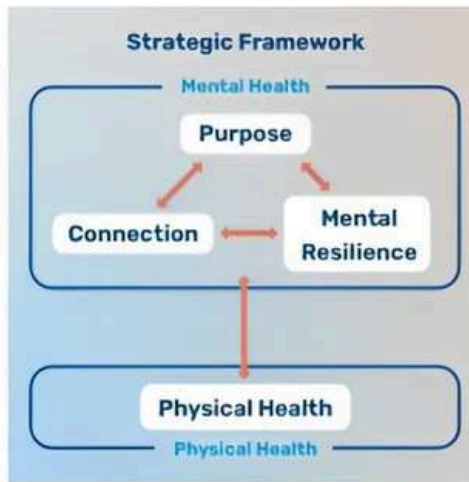
Model and methodology draws upon research and theory in fields as diverse as psychology, neuroscience, sociology, anthropology, economics, health, medicine, organisational development, management and leadership.

Participating in Healthy Place To Work enables organisations the opportunity to deploy employee health processes and initiatives that are:



## THE MODEL

Provide data and insight to help manage and improve workplace health & organisational performance



### PURPOSE

- Wellness Culture
- Flow & Gratitude
- Congruence
- Organisation & Value

### MENTAL RESILIENCE

- Learning Mindset
- Financial Wellbeing
- Self Efficacy (job & career)
- Self Efficacy (health)
- Work Control
- Work Demands

### PHYSICAL HEALTH

- Work Environment & Safety
- Energy & Rest
- Fitness
- Diet

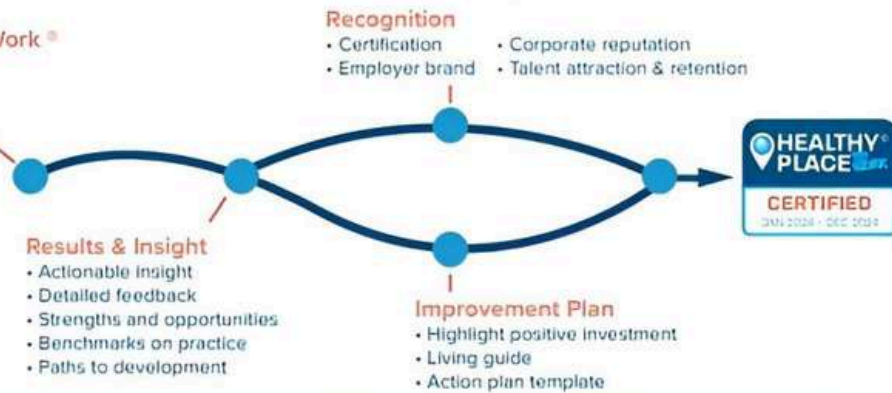
### CONNECTION

- Manager Support
- Belonging
- Relationships
- Peer Support
- Social Wellbeing
- Diversity & Inclusion
- Emotional Expression

## HEALTHY EMPLOYER PROCESS

### Healthy Place To Work<sup>®</sup>

- Assessment
- 66 statements
- Diagnostic Tool
- Easy Implementation



## JOIN LEADING BRANDS ON YOUR JOURNEY





### **3. Soft Skills Focused Scuba Diving Retreats**

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## Soft Skills Development with a Splash of Adventure

Imagine your team bonding over a unique soft skills focused scuba diving team building and/or retreat, where they not only learn to dive but also build critical soft skills like verbal and non-verbal communication, teamwork, and stress management. These simulation-based team building events and retreats offer a refreshing break from the routine, fostering stronger relationships and a sense of camaraderie that translates back to the workplace.





# Outcomes & Benefits

*"Nurturing environments of growth and mutual support, where individuals feel a deep sense of belonging, so they can thrive personally and collectively."*



**Employees:** Stronger team bonds, improved interpersonal relationships, enhanced stress management, and resilience.

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**Organization:** A more cohesive and motivated team, ready to tackle challenges together.

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**Stakeholders:** A team that delivers exceptional service due to strong internal cohesion and morale.

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The Fun Factor

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Making  
Growth  
Enjoyable

The path may seem challenging, but we assure you that it will be enjoyable and rewarding. Our solutions are designed to be fun and engaging, making the process of growth and development something your team will look forward to. Imagine a workplace buzzing with excitement, where learning and development are seen as a game, leading to smoother progress and outstanding results!





# Tailored Training and Development Programs

We understand that your training needs are diverse and must be tailored to the specific requirements of your employees. Our approach begins with assessing these needs, budgeting, and blending both hard and soft skills. This ensures that each team member receives relevant and impactful training, aligned with their personal and professional growth goals.





# Ready to Get Started?



## Contact

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+302102162229

+306949592864



[spyros@spyroskollas.com](mailto:spyros@spyroskollas.com)



[www.spyroskollas.com](http://www.spyroskollas.com)



**BAILOUT**  
HUMAN SYNTHESIS

# Thanks



[www.spyroskollas.com](http://www.spyroskollas.com)