



# **CAPABILITY STATEMENT | 2025**

---

 <http://omadapc.com.au>

**SHAPING TEAM AND LEADERSHIP CULTURE**



# ABOUT OMADA PERFORMANCE CONCEPTS

---

"Omada" (ομάδα)

**Greek Noun:** *a group or team of people with a collective goal and purpose.*

Omada Performance Concepts (Omada) partners with teams to achieve enduring performance through team and leadership development anchored in real world experience. We focus on enhancing team dynamics, building adaptable leaders, and fostering a culture of excellence to drive success and lasting impact.

Omada provides services to government, resource, and sporting sectors with a focus on enabling groups to build high functioning team culture, resilient leadership, and dynamic decision makers. The performance concepts delivered by Chris, are the product of his experiences gained as a specialist team member, team leader and high risk trainer within Australia's Special Air Service (SAS) Regiment.

While the uniforms and environments vary across critical response and sporting teams - the core principles do not. Omada offers principle based solutions, free of rigid theoretical frameworks, that compliment teams and their leaders.



# INTRODUCTION

---



**Chris Brennan**  
Founder & Managing Director

Omada specialises in high performance team and leadership development through principle based training. Founded by Chris Brennan, a former Australian special operations leader and strategic advisor, Omada provides immersive, high impact training for critical response teams, emergency services, and tactical professionals operating in high risk environments. The same principles are also applied to sporting organisations to drive performance both on and off the field.

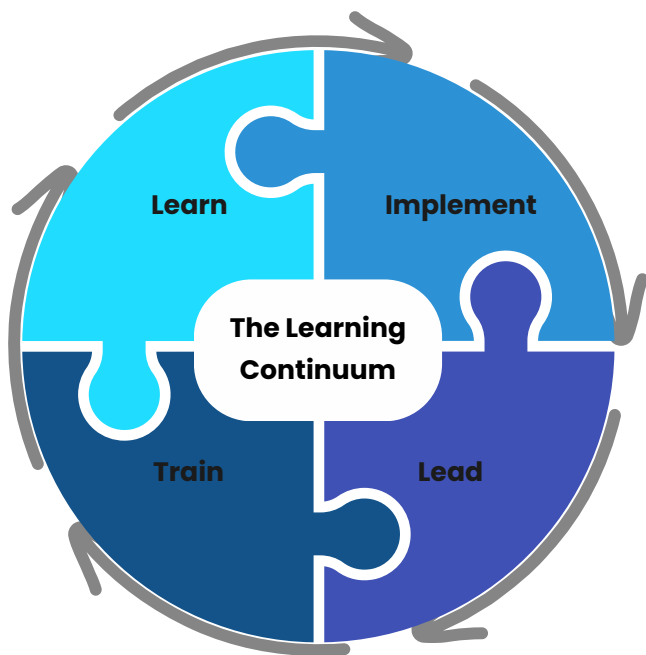
During his tenure as an instructor within the training and selection cell at SASR, Chris established strong relationships with critical response teams and tactical groups throughout Australia. Through these interactions, he identified a significant gap in formalised training for team members, particularly those advancing into frontline leadership roles. Additionally, he observed deficiencies in the development of emergency response specialists, as well as outdated training methodologies in adult learning environments.

Recognising these critical gaps in organisational capability, Chris founded Omada to deliver ***tailored*** team and leadership development solutions. Omada's mission is to enhance the effectiveness of high performing teams operating in high consequence environments, ensuring they are equipped with the skills, mindset, and training required for success.

Chris complements his lived experience with academic credentials, holding a Master of Business from the University of New South Wales Business School.

# OUR SERVICES

---



OPC offers 4 tailored packages aimed to compliment “The Learning Continuum” of the high risk professional.

Each package is designed to target development of these professionals at various stages of their careers.

## Fundamentals of High Performing Teams

Relevant to all stages of the cycle. Particularly for those within the Learn – Implement function..

## Leading High Performing Teams

Bridges Implementation and Lead functions.

## Instructor Development

Bridges the Lead – Train functions.

## Dynamic Decision Making

Part of each package. Also offered as a stand-alone option.

# OUR SERVICES



## 1. FUNDAMENTALS OF HIGH PERFORMING TEAMS

**Who it's for:** Tactical, response and sporting teams seeking to develop a high performance culture.

**Duration:** Tailored.

### Key Focus Areas:

- High performing team traits & culture
- Culture design, implementation and sustainment
- Driving performance
- Identifying and correcting cultural drift
- Performance mindset
- Dynamic decision making. Enhancing judgment under pressure
- Debriefing

**End State:** Attendees will have a strong understanding of what it means to be a member of a high performing team and the core values that drive culture within these teams. The team will design their own "Culture Contract", understand how to sustain culture, apply dynamic decision making principles and debrief for growth.

## 2. LEADING HIGH PERFORMING TEAMS

**Who it's for:** Emerging team leaders, current team leaders and supervisors responsible for coaching and performance development.

**Duration:** Tailored.

### Key Focus Areas:

- Advanced leadership development. Decision making in dynamic, high risk environments
- Building team culture and cohesion. Enhancing mission driven, high trust teams
- Performance coaching and mentoring. Developing future leaders in critical response teams
- Scenario based leadership training. Practical simulations aimed at stress testing leadership
- After action review. Conduct a structured post activity assessment to identify strengths, areas for improvement, and key takeaways for continuous development.

**End state:** Attendees will be equipped with the necessary tools to lead, mentor, and cultivate a high performing team while driving a positive organisational culture. Engagement in tabletop and practical scenarios designed to enhance their ability to navigate dynamic decision making and conduct post event debriefing.



# OUR SERVICES

---



## 3. INSTRUCTOR DEVELOPMENT

**Who it's for:** Tactical trainers, emergency services instructors, leadership coaches, and those training in high risk environments.

**Duration:** Tailored.

**Key Focus Areas:**

- Designing, delivering and reviewing high risk training.
- Instructional design and adult learning theory
- Experiential learning and scenario based training
- Effective communication and feedback coaching
- Leadership in learning
- Feedback and debriefing for growth

**End State:** Attendees gain a comprehensive understanding of adult learning principles, training design and delivery, coaching methodologies, and instructional strategies. Participants apply their knowledge by delivering a lesson to their peers.

## 4. DYNAMIC DECISION MAKING

**Who it's for:** All critical response professionals required to make decisions that impact lives or property. This is an expanded, stand alone offering in addition to the DDM modules that are incorporated into each package.

**Duration:** Tailored.

**Key Focus Areas:**

- Physiological stress responses
- The limbic brain & amygdala hijack
- Throttle control & energy transfer
- Making decisions, dynamic principles, informing decision making
- Threat and task prioritisation

**End State:** Attendees gain an understanding of the human responses to stress, how they impact high consequence decision making, and how to apply principles based decision making solutions.

A dark, high-contrast photograph of a soldier in full tactical gear, including a helmet and body armor, positioned in a rocky, outdoor environment. The soldier is looking down, and the image is partially obscured by a dark blue overlay.

# OUR PRINCIPLES

The concepts embedded into the training deliverables are underpinned by a guiding list of values formulated from Chris's experiences in his teams. This list forms the Omada "Culture Blueprint".

**HIA - (HUMILITY, INTEGRITY, ACCOUNTABILITY)**

**WIN WIN - (WHAT'S IMPORTANT NOW / NEXT)**

**RELENTLESS PURSUIT OF GREATER VALUE**

**NO ONE IS BIGGER THAN THE TEAM**

**PERFORMANCE MINDSET**

**THROTTLE CONTROL & ENERGY TRANSFER**

**LEGACY**

**EARN YOUR SEAT AT THE TABLE EVERYDAY**

**BRILLIANCE IN THE BASICS**

**PAY IT FORWARD**

# OMADA APPROACH

---

## WHY CHOOSE OPC?

Omada doesn't offer a "One size fits all" approach to the offered services. Each package is individually tailored through a collaborative relationship with our partners.

### *How the collaborative relationship with OPC works?*

Omada provide the principles and the framework, you provide the technical expertise relevant to your field, we develop your workforce through partnership.

- **Built on operational experience.** Grounded in real world special operations and emergency response leadership.
- **Principle based.** Flexible solutions tailored to your team, not rigid frameworks.
- **Team and leadership focused.** Developing the fundamentals of high performing teams and accountable leaders.
- **Developing decision makers.** Training dynamic thinking under pressure.
- **Culture that lasts.** Focused on building, embedding and enabling the sustained growth of high performance culture.





# OMADA

PERFORMANCE CONCEPTS

*Omada (ομάδα)*

Greek Noun

A group or team of people with a collective goal and purpose.

[www.omadapc.com.au](http://www.omadapc.com.au)

[info@omadapc.com.au](mailto:info@omadapc.com.au)

