



OMADA

PERFORMANCE CONCEPTS

CAPABILITY STATEMENT | 2025

 <http://omadapc.com.au>



SHAPING HIGH RISK TEAMS – DRIVING 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 (OPC) empowers small teams to achieve peak performance through team and leadership development anchored in real world experience. We focus on enhancing team dynamics, building capable leaders, and fostering a culture of excellence to drive success within high risk and high consequence environments.

OPC works primarily with “mission critical teams” who function within austere environments where the consequence of failure could equal loss of property or human life. 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 Regiment (SASR).

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



INTRODUCTION



Chris Brennan
Founder & Principal Consultant

OPC specialises in high performance team development through principle based leadership training. Founded by Chris Brennan, a former Australian special operations leader and strategic advisor, OPC provides immersive, high impact training for critical response teams, emergency services, and tactical professionals operating in high risk environments.

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 Additionally, he observed deficiencies in the development of emergency response specialists, as well as outdated training methodologies in adult learning environments.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 OPC to deliver ***tailored*** leadership development solutions. OPC's mission is to enhance the effectiveness of high performance teams operating in high threat, high risk environments, ensuring they are equipped with the skills, mindset, and training required for mission success.

Chris complements his lived experience in leading and conducting high-risk operations and training with academic credentials, holding a Master of Business from the University of New South Wales Business School.

INTRODUCTION

Military

- SASR Patrol Commander -
 - Team Leader / Lead Planner
- Special Operations Liaison Officer -
 - Operational Experience,
 - Inter Agency and Cross-Cultural leadership engagement
- SASR Trainer and Assessor -
 - High Risk Training
- SASR Team Leader Instructor -
 - Developing Leaders

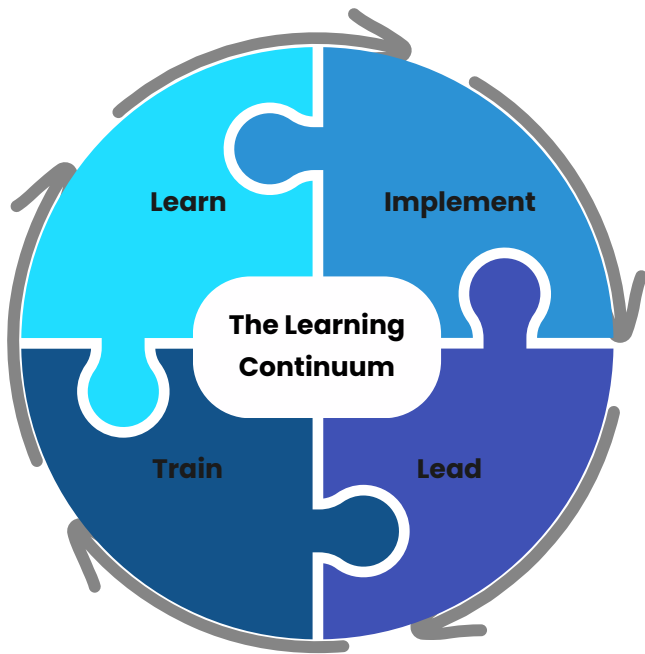


Academic

- Master of Business – UNSW Business School
- Diploma of Leadership and Management
- Diploma of Government Security
- Certificate IV in Work Health and Safety
- Certificate IV in Training and Assessment (TAE40122)



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: First responders, critical incident practitioners and tactical teams seeking to develop a high performance mindset.

Key Focus Areas:

- ✓ High Performing Team Traits & Culture
- ✓ Team Designed "Culture Blueprint"
- ✓ Embedding Culture & Sustaining Performance
- ✓ Identifying and Correcting Cultural Drift
- ✓ Performance Mindset
- ✓ Dynamic Decision making. Enhancing judgment under pressure
- ✓ Debriefing

End State: Attendees will have a strong foundation in the core values that drive high performance team culture. The team will design their own "Culture Blueprint" being a list of non-negotiable standards they will hold themselves accountable to. They will apply their learning in a final culminating activity, demonstrating their ability to implement key principles in a dynamic, high pressure environment.

2. LEADING HIGH PERFORMING TEAMS

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

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 performance team while driving a positive organisational culture. Engagement in tabletop and practical scenarios designed to enhance their ability to navigate dynamic decision making in high pressure environments.

OUR SERVICES



3. INSTRUCTOR DEVELOPMENT

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

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.

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.



OUR VALUES

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 is titled "The 10 Tenets of Team Success" and form the OPC Culture Blueprint.

HIA - (HUMILITY, INTEGRITY, ACCOUNTABILITY)

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

PRIORITISE PRINCIPLES

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

KNOWLEDGE TRANSFER



OPC APPROACH

WHY CHOOSE OPC?

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

How the collaborative relationship with OPC works?

U 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,** not prescriptive. 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, not just process followers
- ✓ **Culture that lasts.** Focused on building, embedding and enabling the sustained growth of high performance team culture



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