

BASE

PERFORM TODAY. IMPROVE TOMORROW.
HUMAN PERFORMANCE

Built for clear thinking,
controlled action and
better performance
under pressure.

DOCUMENT SET

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HPM.01

SYSTEM METRICS

FOCUS

DECISION QUALITY

RESILIENCE

PERFORMANCE

SAFETY CULTURE



00

20

40

60

80

100



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HUMAN PERFORMANCE

Introducing BASE Human Performance Training

The Human Problem

Most organisations invest heavily in systems, procedures, technical competence, qualifications and compliance. They should. These are essential.

But in real-world conditions, outcomes still depend on the person operating within the system.

When workload, uncertainty, time pressure, stress or consequence increase, human performance can change quickly, attention can narrow and decision-making can degrade meaning performance drops and safety margins start to break down.

These human performance vulnerabilities can disrupt our best performance at exactly the moment it matters most.

This is the human performance gap that BASE is designed to address.

What BASE is

BASE is a practical human performance framework designed to train the physiological, cognitive and behavioural controls people need to operate effectively when challenge, stress, uncertainty or consequence increase.

It helps individuals, teams and leaders regain control, reduce cognitive load and respond with purpose under pressure.

BASE does not replace technical training, procedures or organisational systems. It strengthens the human capability required to protect performance and preserve safety when those systems depend on people operating effectively in demanding conditions.



The BASE Framework

BASE trains people to apply four simple performance controls before, during and after pressure:

Breathe	Control physiology.
Acknowledge	Recognise pressure and respond with purpose.
Simplify	Reduce cognitive load and sharpen direction.
Evolve	Make tomorrow's performance better than today's.

Who is BASE For?

BASE is designed for organisations where pressure, risk, workload or consequence affect performance.

It is relevant to safety-critical industries, operational teams, leadership groups and high-workload environments where decision-making, composure and behaviour directly influence outcomes.

Why Invest?

BASE helps organisations:

- **Protect performance** when pressure increases.
 - **Preserve safety margins** when workload, difficulty or consequence rise.
 - **Improve decision-making** by reducing cognitive overload and restoring clarity.
 - **Build shared language and practical strategies** for recognising and responding to pressure.
 - **Strengthen learning** before, during and after high-pressure task completion.
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The BASE Training Suite

The BASE Training Suite consists of **three adaptable training modules**. These are:

FOUNDATION - APPLICATION - INTEGRATION

Each module is tailored to your organisation's operational context, workforce needs and performance objectives – please see overleaf for further information on each module:



AT A GLANCE: Builds the **FOUNDATION** for understanding human responses to pressure, recognising performance risks and how to use the BASE framework to protect performance and safety when it really matters.

Why this module?

BASE Foundation is the starting point for organisations that want people to understand how pressure affects performance quality, decision-making and safety. It gives delegates a clear, practical framework for recognising when human performance may be starting to degrade and what to do early, before pressure compromises control, clarity or safety margins. This module is ideal where an organisation wants a focused, high-value introduction to human performance under pressure that can immediately support safer, more deliberate action at the point of work.

Duration: 2 hours.

Delegates: Suitable for all personnel working in, supporting, or exposed to safety-critical tasks, operational pressure or high-consequence environments. **Minimum 4 delegates. 8–12 delegates is optimal for discussion, reflection and practical application.**

Prerequisites: None.

Overview: This course helps delegates to:

- Understand how pressure affects human performance.
- Recognise when performance and safety margins may be at risk.
- Apply the BASE framework early to regain control and respond with purpose.

Delivery Methods:

- BASE framework presentation.
- Case studies from varied sources including scientific study, aviation, search and rescue, emergency medicine.
- Facilitated discussion.
- Short delegate reflections / group feedback.
- Practical group exercises.
- Personal action planning.

Foundation - Module Objectives.

1. Develop delegates' understanding of how pressure affects performance, decision-making, and safety margins, particularly when workload, uncertainty, time pressure, or conditions change.
2. Help individuals recognise early signs that performance and safety margins may be degrading, so they can respond before pressure compromises control, clarity, or safety.
3. Introduce BASE as a practical human performance framework, grounded in the physiological and psychological science of pressure, stress, and human performance.
4. Provide delegates with a simple, repeatable method for using BASE in real time to regain control, reduce cognitive load, and respond with purpose.
5. Connect BASE to everyday safety-critical tasks and operational pressure points, so delegates can see where the framework can be applied immediately.

Foundation - Performance Learning Outcomes

By the end of this course, delegates will be able to:

1. Explain how pressure can affect human performance, decision-making, and safety margins in safety-critical work.
2. Identify and describe early signs that human performance or safety margins may be degrading during periods of workload, uncertainty, time pressure, or changing conditions.
3. Describe the four stages of BASE — Breathe, Acknowledge, Simplify, Evolve — and explain the purpose of each stage.
4. Apply BASE as a practical real-time response framework to regain control, reduce cognitive load, and respond with purpose.
5. Identify situations where BASE can be used in their own work before, during, or after safety-critical tasks or operational pressure points.

Why this Module?

BASE Application is designed for organisations that want to move beyond individual awareness and turn the BASE framework into practical shared workplace behaviour. It helps teams identify their own pressure points, build shared language, and apply BASE within real tasks, routines and decision points. This module is particularly valuable where performance depends not only on individual composure, but on colleagues recognising pressure together, communicating early, supporting each other, and adapting safely and pragmatically when conditions change.

Duration: 3.5 hours.

Delegates: Suitable for teams, colleagues, and operational groups who need to apply BASE during safety-critical or high-risk tasks, team routines, and real-world pressure points. **Minimum 6 delegates. 8–12 delegates is optimal for team exercises, scenario work and shared application.**

Prerequisites: None.

Overview: This course helps delegates to:

- Apply BASE to their own tasks, roles, and working environment.
- Identify real-world pressure points where human performance may be affected.
- Build BASE into team routines before, during, and after critical work.

Delivery Methods:

- BASE framework presentation.
- Workplace pressure-point mapping.
- Team routine mapping: briefings, pauses, peer checks, escalation, handovers and debriefs.
- Small-group scenario exercises.
- BASE practical application planning for individual and team use.
- Peer feedback, debrief and hot review exercises.

Application - Module Objectives

1. Develop delegates' ability to apply BASE within their own tasks, roles, and working environment, creating strong contextual links between the BASE framework and daily practice.
2. Help delegates identify real-world pressure points where human performance and safety margins may be affected, particularly during task preparation, live work or changing conditions.
3. Explore how BASE can be built into routine working practices with new strategies including briefings, pauses, peer checks, escalation points, handovers, and debriefs.
4. Strengthen delegates' ability to use BASE with colleagues and teams, so pressure can be recognised and managed collectively rather than only at an individual level.
5. Provide practical opportunities for delegates to map, discuss, and apply BASE through structured classroom exercises, group discussion, and pressure-based activities, improving transfer from the training environment into daily practice.

Application - Performance Learning Outcomes

By the end of this course, delegates will be able to:

1. Recognise real-world pressure points where human performance or safety margins may be affected, including workload, uncertainty, time pressure, changing conditions, handovers, or live task demands.
2. Identify where BASE can be applied within their own tasks, roles, and working environment, before, during, and after safety-critical work.
3. Use BASE-informed principles to pause, reset, and reassess during a task, including when changing conditions require a revised plan, clearer priorities, or a change in operational direction.
4. Communicate and respond to emerging performance vulnerabilities professionally, so safety concerns, uncertainty, or support needs can be raised early and handled effectively using shared language.
5. Use peer feedback, hot team review, and debrief routines to support learning, confidence, and performance improvement, including engaging with safety reporting procedures where appropriate.



AT A GLANCE: Supports the **INTEGRATION** of BASE into leadership practice, organisational routines and performance culture to sustain both performance and safety under pressure. Creates the conditions for BASE to live inside your organisation.

Why this module?

BASE INTEGRATION is designed for leaders and organisations that want to embed human performance principles into the conditions, routines and expectations that shape daily work. It focuses on how leadership, supervision, planning, escalation, debriefs and review processes influence performance and safety under pressure. This module helps leaders create conditions to recognise BASE so it can be reinforced and applied consistently across teams, departments and organisations.

Duration: 3.5 hours

Delegates: Suitable for leaders, supervisors, managers, and senior staff responsible for shaping safety culture, operational expectations, team performance, or working conditions. **Minimum 6 delegates. 8–12 delegates is optimal for leadership discussion, organisational mapping and implementation planning.**

Prerequisites: Prior exposure to BASE is recommended. Where this is not in place, a short Foundation briefing can be included before delivery.

Overview: This course helps delegates to:

- Understand how leadership and management decisions shape frontline performance and safety margins.
- Strengthen safety culture by embedding BASE into routines, expectations, and operational conditions.
- Support safer, higher performance across teams, departments, and organisational levels.

Delivery Methods:

- BASE framework recap.
- Leadership-focused BASE discussion.
- Facilitated discussion on how leadership decisions shape frontline performance.
- Routine integration exercise: planning, supervision, escalation, debriefs, reporting and review.
- Culture and behaviour review.
- Implementation planning: priorities, ownership and first steps.
- Pilot evaluation discussion.

Integration - Module Objectives

1. Develop leaders' and managers' understanding of how organisational conditions, leadership decisions, and management expectations shape frontline human performance, safety margins, and the practical use of BASE.
2. Explore how BASE can strengthen safety and performance culture by creating shared expectations for recognising, responding to, and learning from pressure at work.
3. Help leaders' and managers' identify where BASE can be embedded into existing operational routines, including planning, briefings, supervision, escalation, team debriefs, and safety reporting procedures.
4. Strengthen leaders' and managers' ability to support safer, higher performance across teams and departments, by aligning the BASE framework with existing human performance culture, operational expectations, and everyday management practices.
5. Provide practical opportunities for leaders and managers to identify barriers, enablers, and first steps for implementing BASE within their own organisational context.

Integration - Performance Learning Outcomes

By the end of this course, leaders and managers will be able to:

1. Explain how leadership and management decisions influence frontline human performance and safety margins, including the effects of workload, time pressure, uncertainty, resources, communication, and competing priorities.
2. Identify organisational conditions that may make it easier or harder for individuals and teams to apply BASE, particularly during safety-critical or high consequence work, changing conditions, or periods of increased pressure.
3. Identify how BASE can be embedded into operational routines and shared expectations, so pressure is recognised, discussed, managed, and learned from consistently across teams.
4. Identify practical leadership and management behaviours that support safer, higher performance, including modelling early intervention, supporting appropriate challenge, responding effectively to safety concerns, and reinforcing learning routines.
5. Develop initial actions for implementing BASE within their own organisational context, including barriers, enablers, ownership, and first steps for adoption.
6. Identify simple practical review points or measures to monitor how BASE is being adopted operationally in daily practice.

Evidence / Testimonials

Feedback from organisations and professional audiences where BASE has been introduced in safety-critical, clinical and high-pressure performance contexts:

"Ilan delivered an outstanding keynote at our 'Beyond the Checklist' safety conference, introducing the BASE framework in a way that immediately resonated across our industry. The Electrical Industry is both tightly regulated and highly procedural, but Ilan's session exposed a gap in our understanding of human performance under pressure and a critical weakness in the current safety chain. His delivery immediately influenced mindsets around how we think and operate under pressure. He left delegates equipped with practical, immediately actionable tools that complement existing systems, offering a genuinely transformative perspective for high-risk environments. Ilan is a high-impact speaker with a clear message that is both compelling and essential for any safety-critical industry."

Craig Phillips
Director
Arc Guard Ltd.

"Ilan's presentation is powerful and engaging. The blend of real-world experience and cutting-edge science is a real showcase and highlight for our students - absolutely vital in helping us build resilience to help them with effective and targeted clinical decision-making in high pressure situations. I thoroughly recommend listening to Ilan. All my students and colleagues are left in awe when Ilan comes to visit us."

Dr Tim Johnson
Deputy Programme Director, Cardiff University School of Medicine.

"Ilan's talk was transformative for our team. His practical science backed strategies for handling stress and enhancing performance gave us tools to immediately improve productivity and resilience.

His insights are actionable, relevant, and brilliantly delivered, making this a must see for anyone aiming to excel in a high-pressure environment, highly recommended."

Ben Wernick
CEng FICE
Managing Director of Wernick Buildings

Frequently Asked Questions

What is BASE?

BASE is a practical human performance framework that trains the physiological, cognitive and behavioural controls people need to operate effectively under pressure, uncertainty and difficulty.

Does BASE replace existing technical training or procedures?

No. BASE is designed to complement existing systems, procedures and technical competence by strengthening the human capability required to apply them effectively under pressure.

Which module is right for our organisation?

The most appropriate module depends on the audience, operational context and objectives. **Foundation** builds understanding, **Application** develops team use, and **Integration** supports leadership, culture and organisational embedding alongside existing systems.

Can the modules be tailored to our sector?

Yes. Standard delivery includes light contextual tailoring of language, examples and emphasis. More substantial redesign, bespoke operational materials or alignment with existing frameworks can be scoped separately for any application.

How many delegates should attend?

BASE modules work best with focused groups. Foundation requires a minimum of 4 delegates, while Application and Integration require a minimum of 6. Across all modules, 8–12 delegates is optimal for discussion, practical application and transfer into work. Larger events can be discussed and scoped appropriately.

Can modules be combined?

Yes. Modules can be delivered individually or combined into a wider training package, depending on the organisation's needs, available time and desired outcomes.

How can impact be evaluated?

Evaluation can include delegate feedback, confidence ratings, application planning, leadership observations and agreed follow-up measures linked to safety, performance or learning priorities which can be scoped according to requirements.

Is BASE suitable outside safety-critical industries?

Yes. BASE is relevant wherever pressure, workload, uncertainty or consequence affect performance. It is especially valuable in safety-critical, operational, leadership and high-workload environments in any context.

Contact / Next Steps

Discuss the best BASE Training Module for Your Organisation

BASE training is designed to be tailored to your organisation, workforce and operational context. The most appropriate module and delivery will depend on your priorities, team, working environment and how BASE can best be applied to your specific working environment.

How to Proceed

The recommended next step is an initial conversation to understand:

- The operational pressures your people are exposed to.
- The performance, safety or leadership challenges you want to address.
- The audience or workforce group the training is intended for.
- Whether Foundation, Application, Integration, or a different tailored module is most appropriate.
- Any sector-specific language, risks, routines or examples that should be built into the delivery.

Following this discussion, a tailored recommendation can be provided, including the most suitable module structure, delivery format and proposed next steps.

Training Options

Standard delivery includes this initial conversation and light contextual tailoring of language, examples and emphasis. The BASE Training Suite can be delivered as:

- **Standalone modules** - For organisations seeking a focused introduction or targeted intervention.
- **Combined modules** - For organisations wanting a more complete development pathway across individuals, teams or leaders – For example, delivery of the Application module in the morning and then Integration module for select delegates the same afternoon of a training day.

More substantial redesign, bespoke operational materials, evaluation tools or integration with existing frameworks can be scoped separately for:

- **Tailored delivery** - For organisations requiring sector-specific interventions, specific operational problem solving or alignment with existing safety frameworks, leadership or performance programmes.
- **Further engagement and resources** – Performance Evaluation, follow up, operational material / aide memoires, review guides etc.

To discuss the best BASE training package for your organisation, please get in touch to arrange an initial conversation.

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