

# INTERSTELLAR MISSION - ORGANISATIONAL PROGRAMME

The Interstellar Missions are long-term organisational-level programmes that focus on leadership development. They take place between 3 and 12 months and involve face-to-face interactions, online coaching, and self-reflection.

## The What

Interdependent topics covering human and organisational performance (HOP), non-technical skills, psychological safety, just culture, and event learning/learning teams.

The specific topics for your Interstellar Mission are based on your needs, but an example programme is shown below, with each session lasting 3-4 hours every 2-4 weeks:

- The Principles of HOP
- Changing the Language from Blame to Learning
- Foundations of compliance (accountability, responsibility, blame).
- Moving beyond human error (WAI-WAD).
- Psychological Safety and Just Culture
- Non-Technical Skills - Building Operational and Organisational Resilience
- Compliance (deep vs surface) - barriers/enablers
- Adaptations and workarounds - being informed
- Learning from success - DEBrIEF - SPBERN
- Event Learning & Learning Teams - 2 x 4 hrs
- TBTs, Local Rationality Investigations and SPBERN - Developing Learning Narratives
- Wrap up and identify future resources needed

For the missions where the meetings are once every two weeks, online mid-session coaching will take place.

## The Who

Senior leaders and front-line supervisors/leaders who want to learn and grow, maximising the potential of their teams by embedding HOP principles and practices in their teams and organisations, leading to improved performance, production, and safety and have recognised they've outgrown a compliance mindset to manage their risks.

## The Why

The world is complex, uncertain, and dynamic. Your organisation undertakes multiple different operations with diverse teams and stakeholders - no task is the same, so organisational learning can be challenging.

Organisations often struggle to thrive because they haven't addressed the underlying conditions of underperformance: blame culture, poor communication, and lack of psychological safety. Our tailored program focuses on Human and Organisational Performance (HOP), non-technical skills, and just culture to transform your leadership and team dynamics.

Leaders must balance radical accountability and compassion while navigating compliance without stifling creativity - this is not easy. The Interstellar Missions help your teams shift from short-term fixes to long-term growth by building a resilient, adaptable team.

Through regular coaching and learning sessions, your teams will foster trust, enhance decision-making, and create a culture where success is built on continuous learning and operational excellence.

## Administration

Numbers: 6-20 people

Costs: £TBD, depends on scale of programme

Duration: 3 months to 12 months.

Face-to-face and online delivery.

Online digital resources via Mission Control.



Gareth Lock, Founder

Gareth founded The Human Diver/Human in the System in January 2016 when he recognized that there was a gap in human factors and non-technical skills knowledge within the diving community and other high-risk industries. Since then, he has been working to bring this knowledge and practice to the fore using a variety of online, face-to-face, and webinar-based programmes, along with a book, a documentary and academic studies.

He leads a team of consultants situated across the globe, all with experience of working in high-risk team environments.

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