

# Preparing Quadsat for High-Risk Environments – A Joint Effort by Bright Bird and Kløgt

1

KLØGT **Bright Bird**

◀ QUADSAT ▶



# Supporting a Team in a High-Risk Environment: Preparing for Deployment to Ukraine

KLØGT

Psychological Resilience —————

QUADSAT

Bright Bird

————— Operational Preparedness

When organizations operate in high-risk environments, safety is not only physical, it is also psychological. Quadsat faced exactly this challenge. A highly specialized team was preparing to travel to Ukraine for an assignment in an active conflict zone.

While operational preparedness was critical, the situation also carried significant psychological demands: uncertainty, exposure to war-related stressors, and the emotional reality of working alongside people living in conflict.

Quadsat recognized the importance of preparing their team not only to stay safe, but to remain effective, grounded, and resilient under pressure.

To support this, Bright Bird and Kløgt partnered to provide a combined approach:

**Bright Bird** focusing on operational safety and preparedness  
**Kløgt** focusing on psychological readiness and resilience



# Bright Birds's Approach: Strengthening Operational Preparedness for High-Risk Environments

**Bright Bird**

Preparing for operations in a conflict-affected area demands a structured approach to risk, clear decision-making frameworks, and the ability to act effectively under rapidly changing conditions.

Bright Bird supported Quadsat by ensuring the team was operationally prepared to navigate a high-risk and unpredictable environment.

## Focus areas

- Risk assessment and operational planning
- Safety protocols and contingency planning
- Decision-making under uncertainty
- Team coordination in dynamic environments

## What we did

- Context-specific risk briefing (Ukraine)
- Scenario-based preparation (e.g. movement, alarms, evacuations)
- Clarification of roles and responsibilities in critical situations
- Alignment on communication and escalation procedures

## Key elements

- Building situational awareness in unpredictable environments
- Creating structure for decision-making under pressure
- Strengthening coordination across the team in high-risk settings
- Preparing for rapid response to unexpected events



# Kløgt's Approach: Strengthening Psychological Resilience for High-Risk Operations

KLØGT

Working in a conflict environment introduces a unique set of psychological risk factors. Together with Quadsat, we identified key areas of concern:

- Stress reactions related to traveling into a war zone
- Acute stress in high-pressure situations, such as air raid alarms
- Emotional responses to others' concern or fear on the team's behalf
- Reactions to witnessing the realities of war, while knowing you can return to safety
- Group dynamics that may inhibit healthy reactions or open communication

These factors can impact not only wellbeing, but also decision-making, collaboration, and performance in critical situations.

## Individual preparation

We conducted one-on-one conversations with each team member, focusing on:

- Personal concerns and expectations
- Anticipated stress reactions
- Preventive coping strategies tailored to the individual

## Team workshop

We facilitated a workshop on *Mental Resilience and Work Effectiveness in High-Pressure Situations*, covering:

- Recognizing early stress signals in the body
- Strategies for maintaining composure and clarity under pressure
- Understanding the impact of group dynamics in extreme situations
- Strengthening psychological safety and use of social support
- Practical strategies to apply before, during, and after the stay in Ukraine

The objective was not only to prepare individuals, but to equip the team with a shared language and understanding of how to support each other.



# The Impact: Stronger Operational Readiness and Psychological Resilience

Through this preparation, Quadsat's team gained:

- Stronger readiness for high-risk operations
- Clear roles, procedures, and decision-making under pressure
- Increased confidence in handling risk and uncertainty
- Greater awareness of stress responses and limits
- Practical tools for high-pressure situations
- Stronger team alignment and mutual support





“

## Testimonial from Quadsat

E.G., : *Ensuring the safety and readiness of our employees in a high-risk environment was a top priority. The combined approach from Bright Bird and Kløgt gave us the assurance that the team was both operationally prepared and psychologically equipped for the assignment.*

”



KLXGT

Bright Bird

QUADSAT