



Mistakes are the usual bridge between inexperience and wisdom.
Phyllis Theroux

ANDRZEJ GÓRNICKI

KNOWLEDGE

Human Factors and Crew Resource Management (CRM) Trainer

Psychologist (MA) – specialising in communication, team performance, and human behaviour in high-risk environments

Certified Behavioural Trainer and Coach

Closed-Circuit Rebreather (CCR) Instructor and Technical Diving Educator

Expert in Psychological Safety, Just Culture, and Organisational Performance

EXPERIENCE

20+ years in the diving industry as instructor, trainer, and safety officer – including scientific diving and underwater archaeology projects

Former Scientific Diving Instructor at the Finnish Scientific Diving Academy (University of Helsinki)

Dive Safety Officer in complex international expeditions and maritime archaeology operations

Training & Services Manager for IBM software solutions – leading teams, planning, and delivering training projects across multiple industries

Extensive experience in developing and delivering training in dynamically changing, multicultural environments (aviation, diving, emergency response, education)

Speaker and facilitator at international conferences, including Baltictech, University of Warsaw, University of Helsinki, and Fire Academy

Designer and leader of hybrid training programmes in Croatia, Finland, and Poland

MISSION OBJECTIVE

Helping teams in high-risk environments improve communication, decision-making, and resilience

Bringing psychological safety and just culture into practice to build high-performing, learning organisations

Applying Human Factors principles across industries to enhance safety, adaptability, and operational performance