How Smart People Build Collaborative Teams

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To Earn CEUs for this Session

Participants must:

1. Sign-in using attendance sheet in the back of the room.
2. Attend at least 95% of the session.
3. Complete the session evaluation in the AGC Connection app.
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Learning Objectives

By the end of this session, participants will be able to:

1. Examine the current state of how we create teams on projects.
2. Identify the connection between individual performance and team performance.
3. Outline a step-by-step process to create high performing teams on every single project.
4. Discuss various ways to monitor and adjust the team dynamics throughout the project.
Building is the quintessential act of civilization.

~ Tracy Kidder
Large capital projects take 20% longer to finish and 80% of them are over budget

~ McKinsey Report
The Definition of Insanity
LCI Study
Penn State Studies
CII Study
Change and the days of the week
Alphabetical Order

• Friday
• Monday
• Saturday
• Sunday
• Thursday
• Tuesday
• Wednesday
(It's not what you think!)
When you step foot in your office or on your project each day, what is your default emotional state?
We see the world, not as it is, but as we are, or, as we are conditioned to see it.

~ Stephen R. Covey
• Emotional States / Emotional Management

• Human Connection

How do we reconcile these various realities and world views to create high performing teams?
Respect for People = Emotional Intelligence
EI Defined
What distinguishes a team from a group?
Everyone cares about everyone else's professional, personal and project success!

What distinguishes a high performing team from a regular team?
connEx
Extreme Performance for People and Projects
1) PEOPLE FIRST
• Include as many craft as possible
• Two week retreat prior to project
• 24/7 Coaches for leadership and wellness
• Focus on stress, nutrition, sleep, exercise
• Make their life better (finances, flexibility)
• Quiet rooms and exercise rooms on site
• Accountability
2) PLAN:
IPD, LEAN, IFOA
Project Metrics / Value Stream
• Include everyone
• Map the entire value stream
• Input from ALL (include craft, end users, FM)
• Mutually agreed upon value and metrics
3) PLAN/DO/CHECK/ACT
People metrics
Project metrics
Right resources when you need them
Continual checking of ALL metrics!
4) HIGH PERFORMING TEAM
• Project: Metrics
• People: PHYSICALLY, MENTALLY, EMOTIONALLY
• Coaches ensure high levels of performance
• Who is Sean Foley?
5) PROJECT SUCCESS
Stop “Ishing”
Skip’s Story
What is the soundtrack of your project?
Using the AGC Mobile App, select the session then scroll down and complete the survey. Click “Vote” to submit your responses, then proceed with rating the session.