

Harnessing Teamwork and Collaboration for Project Success

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The Value of Teamwork



Great Teamwork
Drives Project Success



People are at their
best when we enjoy
where we work.



Have an aligned with
the project values and
goals.



Have their unique
skills valued and
harnessed.



Feel valued team
member

The Challenge in Construction



Project-based and short durations



New people with unknown skill levels.



Collaboration needs to be built quickly in new environments.



Critical deadlines



High pressure



Problem solvers

Team Harmony



The team harmony
above individual.



Success depends on the
collective.



Individual priorities can
undermine team delivery
if not aligned.



The "Bad Apple" Effect –
impact performance
negatively by 30 to 40%



Positive contagion takes
more time and structure

Building Diverse Teams

Inclusive of gender, culture, age, experience, and more

Brings a wide range of skills, perspectives, and approaches

Drives innovation and enriches project delivery

Leads to more effective, collaborative problem-solving

Enhances stakeholder engagement and relationship management



My Experience - Strategic Team Set-ups



Pair up people who will drive and push each other to better success



Different personalities but challenged and motivated each other.



Resulted in a high-performing team.



Make the tough decisions early



Ensure there are growth opportunities



Communication & Growth



Highly Technical People:

- Delegation
- Communication
- Emotional Intelligence (EQ)

Approach Suggestions:

- Delegation coaching.
- Set expectations
- Having the tough conversations at the right time
 - don't let things slide

Setting the Team Up for Success



Set collective goals → Project Launch



Understand individual drivers → Get to know your team



Build early team rapport → Ensure the team get to know each other

When It Doesn't Work



Negative culture breeds:

- Blame culture
- Low morale
- Poor project outcomes
- Personal turnover



Sometimes, people don't fit:

- Identify conflict early.
- Make difficult team changes if necessary.
- Have the tough conversations early with clear examples

What is Project Success?



Financial outcomes



Program and timeline delivery



Quality Product



True success is when you can have →

- ✓ Pride in the project.
- ✓ Strong professional relationships.
- ✓ Positive memories.



Questions?

