Harnessing Teamwork and Collaboration for Project Success

Amy Dowel
Project Construction Manager





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



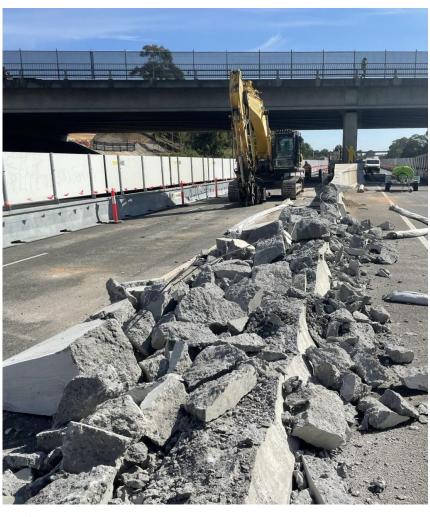
Ensure there are growth opportunities







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 \rightarrow 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 \rightarrow

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





Questions?

