

Challenge You.....Inspire You.....Transform You

Challenge

As an industry we have executed projects in the same way for decades, some of the technology has changed, the procurement options have changed but the cycle of 'identify, bid, win, execute and close-out' has remained the same. The other thing that has remained the same are the challenges that we encounter on all projects. Over the past 20 years the introduction of 'Lessons Learned' has entered the arena, a process that was supposed to identify what worked and didn't work on a project in order that we could make appropriate changes to ensure the same problem would not occur again. How's that working out for everyone? We hear time and time again of the same key issues coming up—poor communication, incorrect processes, wrong use of technology, lack of resources etc. These are all symptoms, not the cause, and therein lies the problem. Our 'Lessons Learned' have become a check in the box exercise, used to identify the symptoms and convince ourselves that the same issue could not possibly happen again, absolving ourselves of blame at the same time. Sometimes they result in increased governance or additional processes and procedures but they rarely, if ever, address the actual cause—human behaviour.

“Insanity : Doing the same thing over and over again and expecting different results”

Albert Einstein

Solution

At Byng Leadership we have developed an approach to project coaching that can be employed from the earliest stages of the project life cycle. We recognize that one-off team building workshops, while adding some value, do little in the long run to change the outcome on a large project. As all sports teams understand, ongoing coaching is required to ensure that the physical, technical and emotional aspects of the team are all taken care of which results in a team capable of competing at the highest levels. Our 'Project Coach' model provides the support your team needs, for the duration of the project, teaching team members vital skills in:

Self-Awareness - The key to successful leadership and teamwork is self-awareness. We help people understand themselves - their strengths, weaknesses, desires and fears. A self-aware leader creates and develops other leaders, strengthening your organization in the process.

Accountability - We cannot hold other people accountable, accountability is a personal commitment. We can however help individuals understand when and why they let themselves and their teams down. We can develop solid coaching and mentoring skills so that individuals have the support to be more accountable.

Communication - Communication is fundamental to the success of any venture, no matter how big or small. Understanding how we communicate and how sometimes we fail to get our message across is critical for all team members to understand.

Vision - Successful people, projects and companies all have one thing in common – a clear, concise vision that everyone understands and supports. Having a 'Vision' is so much more than a pretty poster in the reception, it involves a level of understanding and commitment from the entire project team.

Delivery

In the same way that no two individuals are the same, no two organizations or projects are the same either. As a result we tailor each program to suit the specific needs of your organization, project and people. Our delivery method is face to face.

We will work with you to understand your needs and develop a program that delivers, improving your project by improving your people.

The program typically starts with a 2 day off site team orientation followed up with a full day off site every month for the duration of the project. The participants in the program are typically the team leaders from each party in the project, the expectation being that they demonstrate the expected behaviours to the rest of the team.

By investing a small amount throughout the life of the project, you will have a team that are prepared to deal with the challenges that occur in a proactive, open and trusting environment, resulting in significant savings in terms of schedule, cost, staff turnover and productivity.

We will take you on a journey, which won't always be easy, but we promise it will always be worthwhile.

Contact Us

Give us a call for more information about our services

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About us

Craig brings over 25 years of experience leading teams, projects, organizations and individuals. With a background in engineering, project management, construction management and operations management he brings a wealth of knowledge to your organization.

His focus is on Leadership Development, tailoring programs to suit the needs of your organization or project. Getting beyond the traditional 'check in the box' approach to leadership development and project partnering, he will take your team on a journey of discovery, learning about themselves and how their beliefs and behaviours shape the outcome of their enterprise. Supporting your team as they grow into a forward thinking, innovative and dynamic group who are hungry for change and driven for success. Craig's experience spans a wide variety of industries including power, renewable energy, pharmaceuticals, bio-tech, oil and gas, healthcare, transportation infrastructure and manufacturing.

Craig teams up with an experienced group of consultants, all specialists in their field, to deliver the perfect experience for your team.