



Producing Individual and  
Organizational Success

## Construction Partnering

Successful construction partnering is a process that brings together the owner, architect, general contractor, engineers, construction managers, subcontractors and often key suppliers to form a team that is accountable to one another. The focus is on defining what success means for each party involved in the project and on reaching agreement on ways to support each other. The benefits include more timely completion of projects, increased productivity, lower costs, and reduced incidence of lawsuits. Many partnering efforts fail or fall short because of insufficient follow-up and accountability. An effective process involves addressing communication and trust issues head-on and forming agreements that will be respected, and not ignored. A more open sharing of information among partners builds trust, which leads to a higher level of overall performance and profitability.

Jim Delia was the Partnering Facilitator for multiple award-winning projects, including the International Partnering Institute's Partnered Project of the Year.

### Solution-Based Services:

- Facilitate an initial session to guide the team in defining its roles, responsibilities and reaching agreement on ground rules for handling conflicts.
- Supply the team with tools to help understand personal styles and their impact on the dynamics within the team.
- Guide the team in determining what they need from each other in order to be successful.
- Coach the team to develop decision-making and problems solving skills and team processes to help prevent and resolve conflict.
- Develop a clear, easy to measure management dashboard that indicates what needs attention, how much, and where attention must be focused.
- Help set goals and develop action plans.
- Determine how to measure progress and evaluate success.
- Facilitate follow-up and mediation sessions to discuss progress and address recurring accountability and/or communication issues.

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