Why the right team is so important

Project management is predominantly about people management. You depend on the people in your project team to work together to successfully achieve the project goal. International research shows that projects generally fail because of human behaviours, not technical issues. Major contributing factors include issues with communication, culture and team dynamics.

Thinc’s High Performance Team advisors will help you take a proactive, structured approach to building and maintaining a successful high performance project team that can achieve superior project and organisational outcomes.

Our transparent, inclusive and action-based approach draws upon our experience in project management and team dynamics, and is combined with our detailed understanding of organisational psychology and team facilitation.

We will work closely with your project team to create a high performance team environment that embodies the three pillars of a high performance team - clarity, culture and alignment.

High Performance Team Development
Our approach

We live and breathe projects on a daily basis, so we understand that each stage of the project lifecycle can give rise to different demands and place new strains on the dynamic of a project team.

We can assist your project team to transition from an everyday work group with a ‘business as usual’ approach to a high performance team, and our expertise can be applied to any stage of the project lifecycle.

Depending on the stage of your project, we can deliver the following services either as a suite or individually to meet your specific project team needs:

Planning for Success

Right from the start of your project, we can put strategies in place to set your project up for success and mitigate risks which may cause a non-performing team culture. By conducting a ‘Risk and Readiness’ review, and through the facilitation of interactive workshops, we can assist you to:

- create the vision and objectives for your project;
- define the roles and responsibilities of team members;
- create governance and decision-making structures for your team;
- identify the culture and values of your team;
- define your procurement model and identify optimal team members; and
- incorporate learnings from past project mistakes and achievements into your current project.

We can also provide you with a detailed report, strategy and action plan for creating and maintaining a high performance team environment in the project delivery phase.

Close Out

At the end of your project, we can conduct a “Lessons Learned – Lessons Applied” workshop and provide you with a written report which:

- assesses your team's performance;
- evaluates the processes followed;
- identifies positive and negative attributes and experiences of your team; and
- looks for ways to improve future project performance.

This will assist your team members to realise the learnings from your current project and provide them with the tools to implement high performance team practices in their next project.

Our goal is to empower your team to perform at an exceptional level, independent of our input.

Team Building + Development

Through the facilitation of interactive workshops with your team members, we can help you to build a team that boasts the right mix of strengths, skills and expertise to achieve your specific project purpose. We will work with your team to prepare a relationship management plan that:

- identifies what they need to do to create a high performance team culture;
- builds processes around different leadership abilities and communication styles within the team;
- identifies any stumbling blocks and removes any inhibitors to creating a high performance team culture; and
- ensures they truly understand the vision and objectives of your project and their interests are aligned.

We can also conduct a ‘Team Performance Health Check’ to identify any real issues impacting on high performance team behaviours and put strategies in place to mitigate them.

Coaching

We can provide your team with ongoing coaching, monitoring and support throughout the delivery phase of your project. We will work with your team to:

- maintain their motivation, commitment, focus and momentum;
- promote effective and open communication amongst team members;
- entrench a high performance team culture; and
- eradicate inappropriate behaviours such as inflexibility and intimidation.

We will also monitor your team's performance against realistic KPIs to ensure your project objectives are achieved.
Thinc Team Dynamics Process Model

Developed from extensive studies, research and experience, our model is used as a framework tool to establish positive dynamics in project set up and to diagnose project issues by tracing symptoms to their cause.

Our model represents three dominant dimensions that exist within any project team environment, being:

Technical - Sociological - Psychological

Our understanding of these dimensions and how they interact within the context of the project environment allow us to pre-empt destructive team dynamics.

This allows us to proactively reduce the risk to your project by creating a high performance team environment and, ultimately, achieving superior outcomes.

Why us?

Thinc is a leading, independent management consultancy, specialising in projects. We advise on and deliver a range of projects across the health, infrastructure, private, social infrastructure and resources sectors.

As our advisors are highly skilled in the application of project management methodology, effective facilitation as well as behavioural science, we boast an exceptional ability to facilitate the development and maintenance of high performance teams that can yield outstanding project outcomes.

For more information, please contact our High Performance Team Lead, Mark Utting.

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Mark is an accomplished Project Manager with qualifications in construction management and 18 years’ experience in the construction industry. He is also an Associate Director of Thinc. This extensive experience within the project environment has enabled Mark to develop a true understanding of what is needed to build trusting and respectful stakeholder relationships and inspire project teams to perform at their very best.

Graham Scott
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Graham has over 25 years’ experience as a team coach with qualifications in psychology, including a Masters of Organisational Psychology. Prior to achieving his psychology qualifications, Graham worked in the construction industry at trade, middle and senior management levels. Accordingly, this first-hand construction experience equips Graham to effectively apply the principles of organisational psychology to project settings.