

Your project – like your organization – is a constantly changing organism, adding new team members, designers and trade contractors, conquering obstacles and experiencing personal conflicts. Keeping your finger on the pulse of your project and your overall organization is essential to understanding shifting attitudes and motivations and helping to focus the team on not only the work at hand, but on common problems that plague us all.

What type of surveys and reports are available?

We survey your cross-silo project team for each Alignment Partnering session to track and report trends, improvements, and issues needing quick resolution. Several of our clients also utilize our online surveys in their overall organizations to measure employee attitudes, process evaluations, and more generally, what's working and not working. Responses are anonymous.

How are our surveys developed?

We have 14 years of experience available in proven survey formats and question approaches to flush out otherwise silent or hidden opinions, attitudes and conflicts. Our surveys mix multiple choice questions with fill-in-the-blank responses to let respondents more clearly understand their own experiences and express them. We can also work with you to develop custom questions that capture the unique concerns, risks, and goals that you have.

Professional analysis

With our broad and deep experience in surveying companies and project teams, we have a data pool and experience base that allows us to help you benchmark your team against others and track trends over time – trends like team trust, RFI response times, openness of communication, attitudes toward supervision, safety issues, etc. We also provide analysis of what descriptive words are being used most often, to get an overall sense of group thinking that data summaries might not sufficiently expose.



What's Working/What's Not Working

Team	What's Working?	What's Not Working?
Owner/Govt	Installation of the steel and dampers	QA/Quality Control Plans, testing
	Transition planning	Finishing up, completing an area on schedule
	Global MEP work	Working in active areas, the communication involved, getting into the room, everyone is on same page

Trust Assessment

A trust poll was taken where trust was calculated using a ten point scale with 10 as the greatest amount of trust parties can have on a project and 0 represents no trust. The results of the poll follow:

TEAM TRUST ASSESSMENT			
PROJECT TEAM TRUST LEVEL:			[Date]
TEAM TRUST LEVEL			
	Range	People	Tally
Highest Level Ranking for Professional Trust/Respect Working Relationships on a Project Team - The Best It Can Get	10	10	100
Above Average Trust/Respect Working Relationships by the Owner & Contractor PM's and Executive levels on the job - Solid Professional Relationships with the Rest of the project team	8	4	32
Good Core PM Team Trust/Respect working levels on the Project - The rest of the Project Team has a healthy Working relationship between the A/E, CM, Owner and Contractor team members	7	11	77
	6	6	36
	5	1	5

7. Top Issues: On a scale of 1 to 10, please rate your progress on the Top Issues from last Partnering Session. With 1 being that there has been no progress and 10 meaning completely resolved.

	1	2	3	4	5	6	7	8	9	10	Rating Avg.	Count
Schedule (Moving Tenants and starting)	0	0	1	1	0	1	3	2	1	0	6.56	9
Schedule (Manpower)	0	0	0	1	3	1	1	2	1	0	6.33	9
Schedule (Unknowns from the Design side)	0	0	0	0	3	0	2	2	0	0	7.00	9

8. Action Items: On a scale of 1 to 10, please rate your progress on Action Items from the last Partnering Session.

	1	2	3	4	5	6	7	8	9	10	Rating Avg.	Count
Subcontractors to be more diligent of time constraints during Change Order Process.	0	0	0	0	1	2	3	3	0	0	6.89	9
At the beginning of each Change Order Process, assign "Due Date" for response. If "Due Date" cannot be met, notify the project person.	0	0	0	0	1	1	1	4	1	1	7.67	9
Start working together through all upcoming Changes in a meeting after the OAC Meeting.	0	0	1	0	0	0	0	7	1	0	7.56	9
Have a "Clear the Slate" Meeting.	0	1	0	0	0	1	0	3	4	0	7.56	9

Team Members	4	0	0
Trust Among Affecting	3	0	0
Trust Among Affecting	2	0	0
Trust Among Affecting	1	0	0
Trust Among Affecting	0	0	0
Totals	34	268	
# of People		34	
Avg Score	7.88		

SAMPLE REPORTS

So, what do we do with this analysis?

We ask the team what it means. We unpack the individual observations to test them against the team's own collective wisdom (their collective centuries of experience). And then we facilitate development of mitigation measures and an implementation plan to bring the team – or the entire organization – back into alignment.

Knowledge is power.

Acting on knowledge is continuous improvement.

For more information please contact:

dan@leanCalifornia.com

www.leanCalifornia.com

©2017 The ReAlignment Group of California, LLC