

Client need

Recent Treasury analysis identified lack of effective working relationships both within project teams and between delivery partners as being the single biggest barrier to successful project delivery in PFI and PPP projects.

Local Authorities are increasingly engaged in complex procurement and contract management exercises in partnership with other partner organisations. Project teams will typically include local authorities or public sector bodies such as health trusts, third sector organisations, private sector partners and internal and external advisors and technical experts.

Stakeholders inevitably approach the project with different, often competing motives and the individuals within the team will have different personal values as well as different operating and cultural pressures.

This challenging background places significant pressures on the relationships within the team, but the scale and strategic importance of the projects makes it vital that these teams are able to work effectively together.

maltway approach

We will develop a bespoke solution, working with project teams to equip them with the skills to form effective working relationships both between the team members and with third parties. Specifically, team members will:

- Understand their own preferred style and impact on others
- Communicate more effectively with colleagues who have different preferences and personal working styles
- Influence colleagues and stakeholders more effectively
- Understand the collective style, strengths and development needs of the project team
- Resolve specific issues within the team to achieve common objectives.

As part of this programme all participants will receive an Insight Discovery profile and also one to one feedback and development coaching.

Outcomes

Quotes from past participants of our Building and Managing Relationships programme, sponsored by the 4ps:

*“Understanding different team skills and stages **has made me look at why my team has not been ‘performing’**. I will take this back to the next management team meeting for discussion to focus us on improved performance / direction”*

*“**In management meetings with external suppliers** I will have more insight and structure my communications more appropriately”*

*“One of **the most productive and interactive training courses I have experienced**. The time flew by!”*

Additional information

This approach can also be used with established teams such as management teams and department teams and can also incorporate 360 feedback.