

In today's complex work environment, teams are faced with new challenges yet saddled with skills meant for an earlier era.

GPD has pioneered research-based methods to transform teamwork backed by fifteen years of practical industrial deployment.

Teamwork Transformation

Align teams and improve practices for dynamic global work

GPD begins by assessing the value of improved team behaviors, practices, and tools to meet the reality of complex project work. Together we focus on **smart, fast, and sustainable** ways to increase readiness, reduce risk, and improve performance. A roadmap for transformation is established and communicated across the organization.

Based on this clear roadmap, improvement propagates **where and when it matters most**. Behaviors and processes are transformed through an engaging campaign: clarified standard work, project-by-project deployment, best practices training, and reinforcement by analyses and learning.

Critical projects are improved immediately without the need for complicated enterprise deployment. This immediate demonstration of value combined with a shared roadmap leads to **the fastest path to improved performance**.

Capability Assessments

Capability Assessments evaluate an organization's project capability maturity and readiness for complex, global work. This service builds awareness and consensus on key problems, generating a roadmap for transformation including participant prioritized improvements and a change management plan.

Standard Work

Standard Work helps an organization to define and improve processes, tools, roles, and responsibilities. GPD supports design and rollout of flexible practices for high performance project and portfolio management. Tailored standard work assets are developed to fit a company's standards, regions, culture, and products.

Best Practices

Best Practices for Complex Work are embedded through clear methods, tools, courses, and hands-on mentoring. Critical projects are targeted to transfer skills, demonstrate improvement, and accelerate adoption.

- Risk Management ● Lean Development ●
- Production Localization ● Cross-Cultural Teaming ●

Teamwork Transformation

“My experience as a senior executive in the automotive industry, and currently as a consultant, is that tools for managing large projects either are not equal to the complexity of their task or are themselves too complex to be practical. The evidence is that GPD has resolved this dilemma.”

- David Hill
Executive in Charge of Info. Management,
General Motors, retired

Teamwork Transformation Sample Deliverables

Major Area	Sub-Elements	Priority = Importance * Gap	Priority
Initiating	Project value proposition		7.9
	Product requirements flowdown		3.4
	Project readiness / preparation		11.0
Planning	Project scope and architecture		15.5
	Feasibility forecasting		7.4
	Team and resource planning		24.0
	Coordination planning		14.9
	Risk and uncertainty planning		26.0
Executing	Progress management and reviews		1.3
	Scope control		5.0
	Coordination management		13.9
	Issues and uncertainty management		10.6
	Change & escalation		2.2
	Decision making		4.1
	Project re-design		0.7
Closing	Product and process learning		12.4
	Life-cycle information management		2.8

Capability Assessment

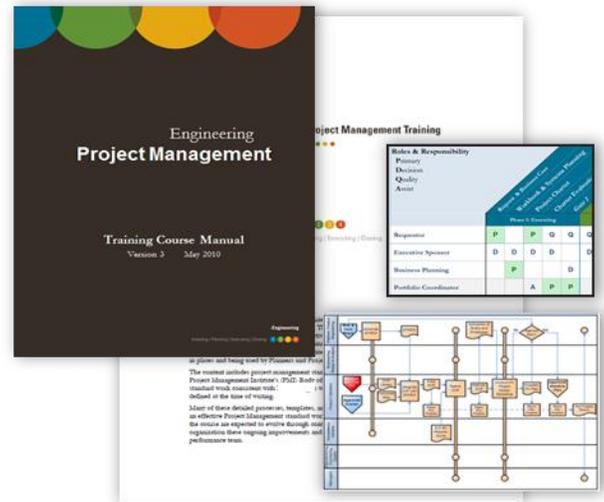
Project Management Maturity Assessments include complex work and global readiness reviews, interview and site visit findings, and insights on change management priorities.

The assessment leads to a feasible and value- focused roadmap for transformation of performance with an emphasis on behaviors, learning, and culture. The roadmap is matched with a clear communications strategy for effective change management.

Standard Work

Standard work is defined, deployed, and improved as a regular part of an organization’s transformation. Project Management assets include courses, handbooks, job aids, templates, gateways, and readiness checklists. These assets are delivered in person, remotely, and as online resources for teams.

On the right are shown several parts of an Engineering Project Management transformation including a 4 week cross-functional training workshop, handbook, process and roles definitions, and an online program environment.



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Best Practices: Risk

Getting best practices to stick requires more than written definition. GPD works in the field to apply best practices. Tools and job aids are deployed and refined, building ownership in teams who will apply and improve the practices over time.

On the left is an example from deployment of risk identification, assessment, mitigation, and tracking. The risks were logged and mitigation plans integrated into the master schedule. Risk became a regular part of cross-functional team commitments and dialogue. The GPD expert mentored the cross-functional team, passing off process leadership as behaviors changed.

