

# Western Association of State Highway and Transportation Officials

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## Construction and Materials Subcommittee Partnering Community of Practice

Michael Carter  
Arizona Department of Transportation  
Partnering Office Administrator  
Community of Practice Chair

Clarrisa Martin  
Montana Department of Transportation  
Partnering Manager  
Community of Practice Co-chair

# Objectives of the Community of Practice

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- Build stronger, more trusting and transparent relationships between peers
- Exchange partnering knowledge from experienced members
- Disseminate data to support the positive outcomes and cost savings of projects that utilize partnering
- Create a repository of lessons learned, best practices and partnering standards

# Community of Practice

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## Current Goals:

- Training
- Sustaining
- How to measure impact

# Partnering Training Outline

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## Partnering training:

1. It's important to learn and grow
2. How we do things matters

# Partnering Training Outline

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What does partnering mean to you?

# Partnering Training Outline

## Partnering Definition:

Formal process of collaborative teamwork that allows groups to achieve measurable results through agreements and productive working relationships.



# Partnering Training Outline

## Elements of Partnering

- Shared Goals
- Open Communication
- Issue Identification & Joint Problem Solving
- Escalation Ladder
- Team Evaluation Tool
- Teamwork & Cooperation
- Defined Roles & Responsibilities
- Partnering Champions

# Partnering Training Outline

- Kickoff Workshop
- Refresher Workshop – Connection Workshop
- Lessons Learned/Best Practices
- Summary Reports





**Can I trust  
you?**

# Partnering Training Outline

- A partner is a significant collaborator
- The team has mutual goals, but different perspectives
- Partnering requires team based relationships utilizing open communication among the participants based on **trust**, understanding and teamwork

# Partnering Training Outline

## Benefits of Partnering:

1. Better working relationships
2. Increased collaboration
3. Issues resolved more quickly
4. Employee retention
5. Job satisfaction
6. Opportunities to share information and educate one another
7. More successful projects
8. Focus on building long-term relationships
9. Trust

# Partnering Training Outline

- There are many very good, positive partnerships that have had significant disagreements. Partnering means coming together and working and finding solutions. This is the impact of partnering.
- This is the way business should be done, otherwise relationships are difficult, which leads to a pathology of other problems: delays, arguments, things left undone

# Partnering Training Outline

## Trust

- Open and honest communication
- Being respectful (how you treat others)
- Honoring commitments (do what you say, when you say you will do it)
  - I trust my partner to work with me – not try to take advantage of me/situation

# Partnering Training Outline

## Teamwork

- Teamwork is accomplished by working together:
  - Clear communication
  - Effective time management
  - Collaboration
  - Leadership
    - Seek to understand and value each other's roles and responsibilities

# WASHTO COCM Partnering Subcommittee

## **Sustaining a Partnering Program**

# WASHTO COCM Partnering Subcommittee

- Leadership buy-in
- Relationship with the AGC/Industry
- Focus groups
- Surveys
- Advisory Committee
- District and industry visits



# WASHTO COCM Partnering Subcommittee

## Partnering Research Study

### 1. Increase Program Commitment and Support within ADOT

- a. The idea here is turnover and loss of institutional knowledge affects partnering

### 2. Close gaps in Program Reach and Stakeholder Engagement

- a. E.g. convert PDF and print information to accessible formats such as searchable web based information

### 3. Improve Support and Monitoring

- a. Develop an inventory of ways partnering staff can support project teams after kick-off workshops (e.g. facilitated partnering reconnection sessions with teams and facilitated discussion of PEP or other monitoring results)

# WASHTO COCM Partnering Subcommittee

## Partnering Research Study

### 4. Strengthen the Issue Escalation Ladder

- a. Reinforce appropriate escalations
- b. Tracking and data

### 5. Develop and enable partnering adaptations for different circumstances

- a. Scaling workshops

### 6. Adopt continuous learning and improvement strategies

- a. Create a mechanism for welcoming, routing, and responding to partnering program feedback on an ongoing basis (e.g., an online comment card). Other tracking and sharing.

Questions?