

Western Association of State Highway and Transportation Officials

Construction and Materials Subcommittee Partnering 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



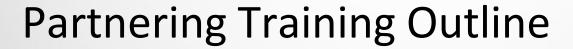


Community of Practice

Current Goals:

- Training
- Sustaining
- How to measure impact





Partnering training:

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



What does partnering mean to you?



Partnering Definition:

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





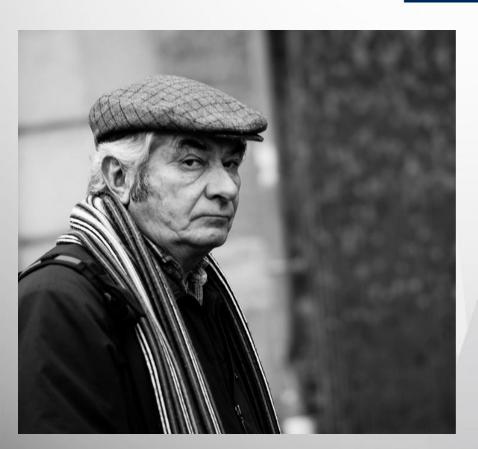
Elements of Partnering

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



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





Can I trust you?



- 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



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



- 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



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



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



Sustaining a Partnering Program



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



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)



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?