

Building a Project Execution Culture

David Barrett



VISION TRUST QUALITY
CORE
VALUES
INTEGRITY MISSION
ETHICS

What is Culture?

So then...

What is an Project Execution Culture?



Project Execution Culture

Doing the Right Things Right



1. Everyone buys in – top to bottom – across all departments and divisions
2. Full support from all levels of management
3. All of our work is connected to the strategic plan – our goals and objectives are very clear
4. Our portfolio of work is defined, prioritized and managed on an ongoing basis
5. All projects are approved through a portfolio approval process
6. New work, pet projects, or torpedoes, are required to go through the approval process as well

Our Tools

- A Strategic Plan
- Portfolio Management
- Project Management
- An Effective Communication Engine



Strategy

- Strong Vision
- Executable Plan
- Buy-in
- Focus Throughout
- Accountability
- Measurable



Project Management

- Clear definition – requirements firm before going forward
- A sound plan
- Excellent control
- Good post mortem
- Agile?



Portfolio Management

- Analysis
- Selection
- Prioritization
- Execution
- Stick with it



Effective Communication

As Established Communications Process for Current Projects and New Products

- Regular flow of the right information to the right people in the right format at the right time
- A Communications Plan
- The Team Charter



ACCOUNTABILITY



- Clear roles and responsibilities
- What and why are very clear
- Performance reviews includes all accountable work
- There are consequences
- Mentoring is encouraged at all levels
- Great performances are acknowledged and rewarded
- Leaders show the way



Measurement

- Usable KPI's
- Multiple scorecards
- Regular visitation



A Project Execution Culture Check List

- Do we work effectively together to improve our ability to achieve the goals?
- We are creating an Execution Culture – linking all of our key corporate components: people, processes, strategy and the operating plan?
- Are we all in this together? Have we empowered our teams to execute on the strategy?
- Are we achieving our goals?
- Are we coaching, mentoring?
- Do we reward performance management to drive an ‘Execution Culture’?
- Do we pay the consequences? Do we root out the status quo and non performers?
- Are we living well and having fun?

Words of Warning...



Scalability and Common Sense



What's Next?

THANK YOU

www.DavidBarrett.ca

David Barrett
www.DavidBarrett.ca
dbarrett@solutionsnetwork.com

Subscribe to
Leadership
Perspectives

We'll send you the latest
leadership resources, tools,
and information directly to
your inbox

Subscribe

Linked 