

PCC

Performance & Capability Consultants



Construction Change Methodology and Highlights



PCC Methodology

How and Where We Work

Global construction expertise, including mega projects. Thailand, Singapore, UK, Norway, Australia, Germany, Middle East and Brazil.

Management Consultancy and Technical skills integration.

We serve as expert implementers guiding and inspiring people through the process of change.

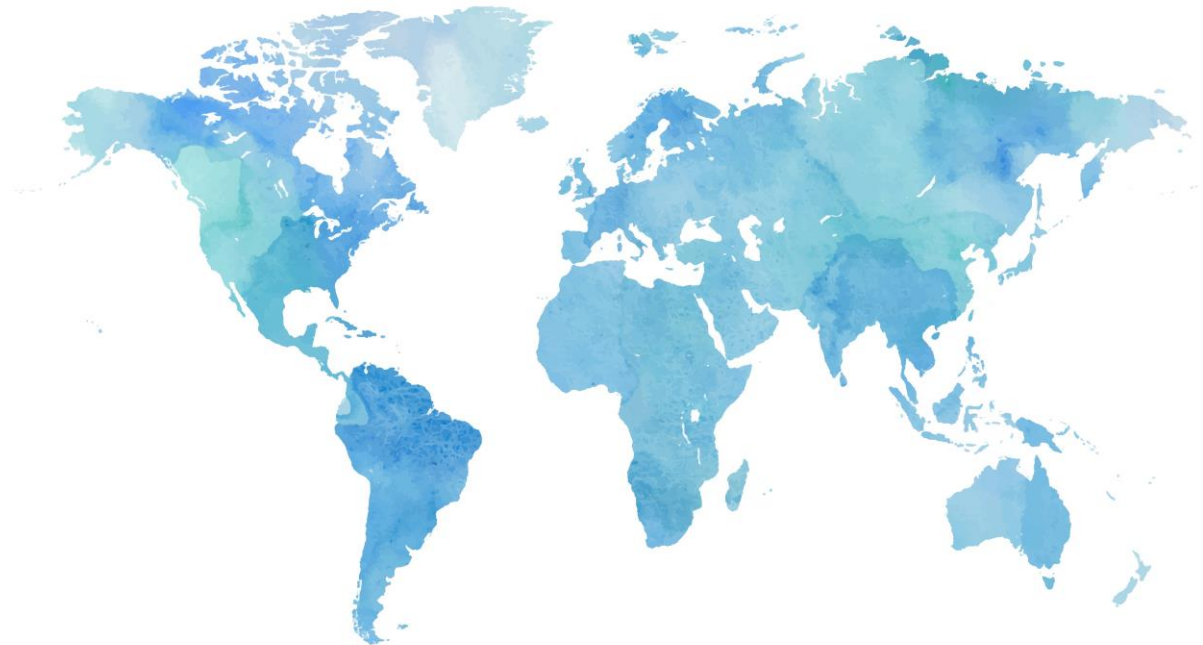
Front-line centric elevating the voices and initiatives of staff and contractors.

Aligning the Front Line with leadership goals.

Developing sustainable competencies and performance mindsets.

Cultural awareness for agile implementation.

Multilingual capability in 5 languages.





PCC Project Success Criteria

Comprehensive Framework for Excellence

People: Empowering and upskilling teams is pivotal for cultivating an inspired and capable workforce that can propel enhanced performance.

Metrics : Leveraging data means utilizing the right data at the right time to make decisions and take actions.

Core Meeting Cadence (CMC): Optimal performance and accountability ensures that Front Line teams are aligned with the client's operational objectives.

Process: Distilling workflows encompasses improving and perfecting productivity to reduce waste.

Integration: Bringing the right people together to facilitate improved performance in the organization.





PCC Implementation

Operational Performance Management (OPM)

VALUE OPPORTUNITIES

Value opportunities
implemented and capability
sessions delivered

MEETING CADENCE

Core meetings with
progress reporting,
Tracking measurable
productivity and
capability progress

IMPLEMENTATION PLAN

Implementation plan
and strategy co-
created. Steering
committees formed

CURRENT STATE

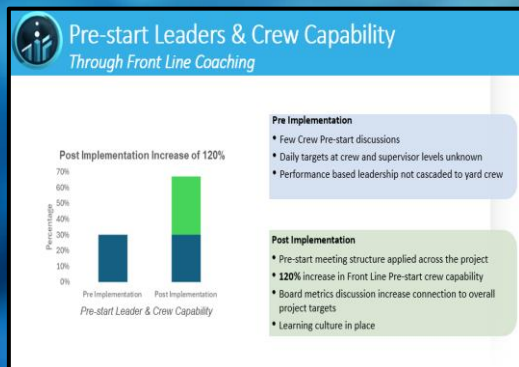
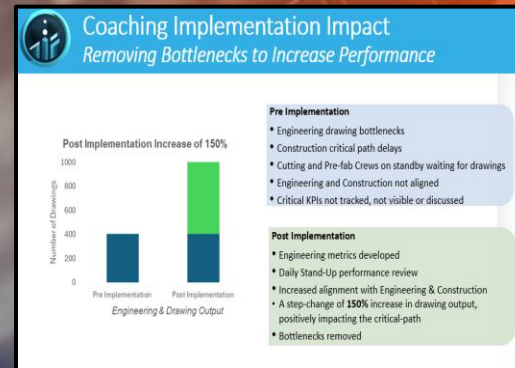
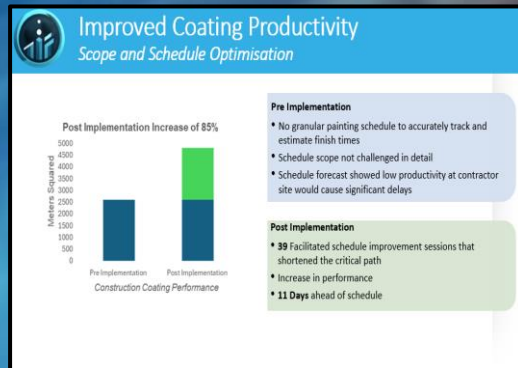
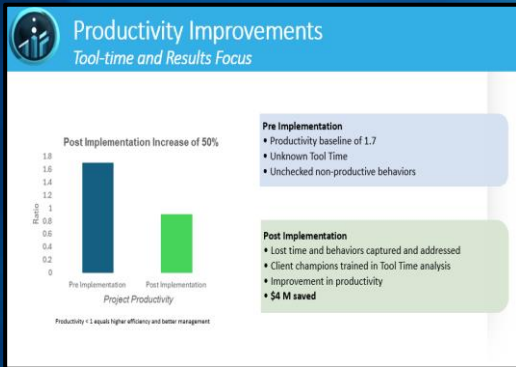
Current State
Assessment (CSA) and
value opportunity
identified

SUSTAINABILITY

Agree sustainability
plan to transition
ownership to client
improvement
champions

Operational
Performance
Management

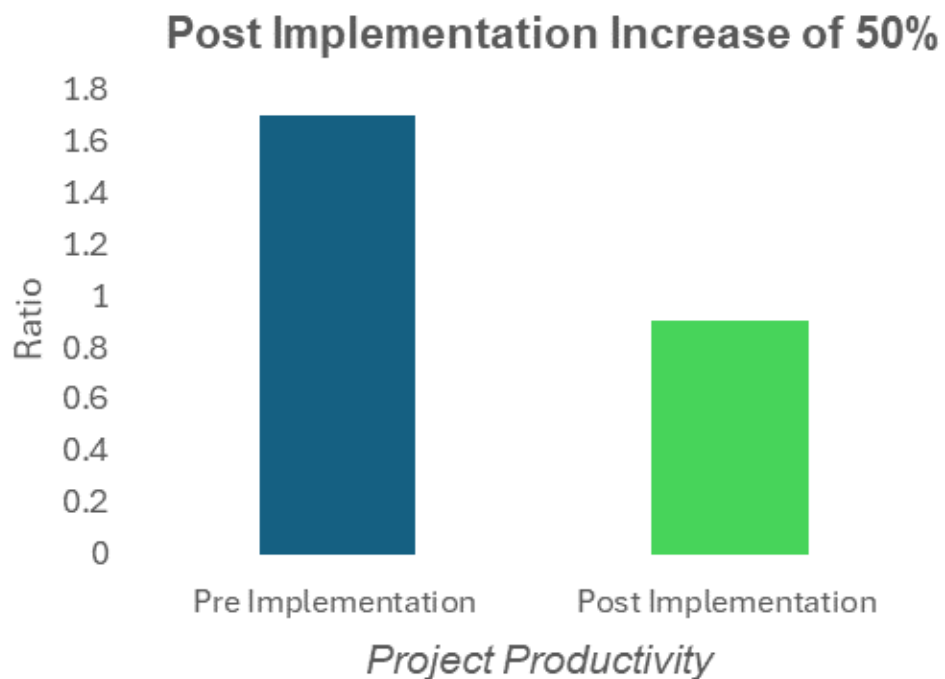
Construction Results After Implementation Case Study





Productivity Improvements

Tool-time and Results Focus



Productivity < 1 equals higher efficiency and better management

Pre Implementation

- Productivity baseline of 1.7
- Unknown Tool Time
- Unchecked non-productive behaviors

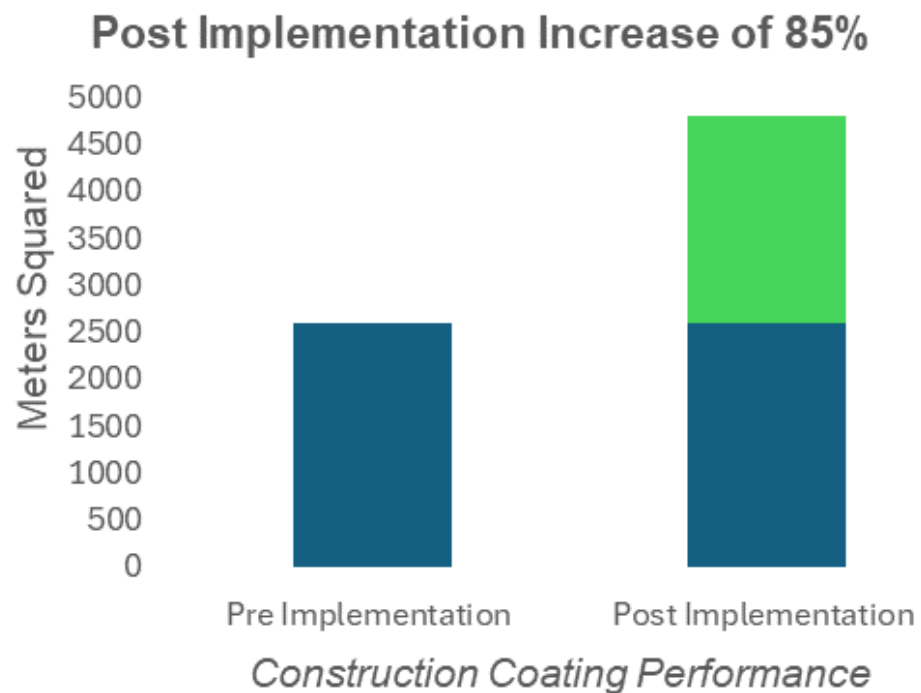
Post Implementation

- Lost time and behaviors captured and addressed
- Client champions trained in Tool Time analysis
- Improvement in productivity
- **\$4 M saved**



Improved Coating Productivity

Scope and Schedule Optimisation



Pre Implementation

- No granular painting schedule to accurately track and estimate finish times
- Schedule scope not challenged in detail
- Schedule forecast showed low productivity at contractor site would cause significant delays

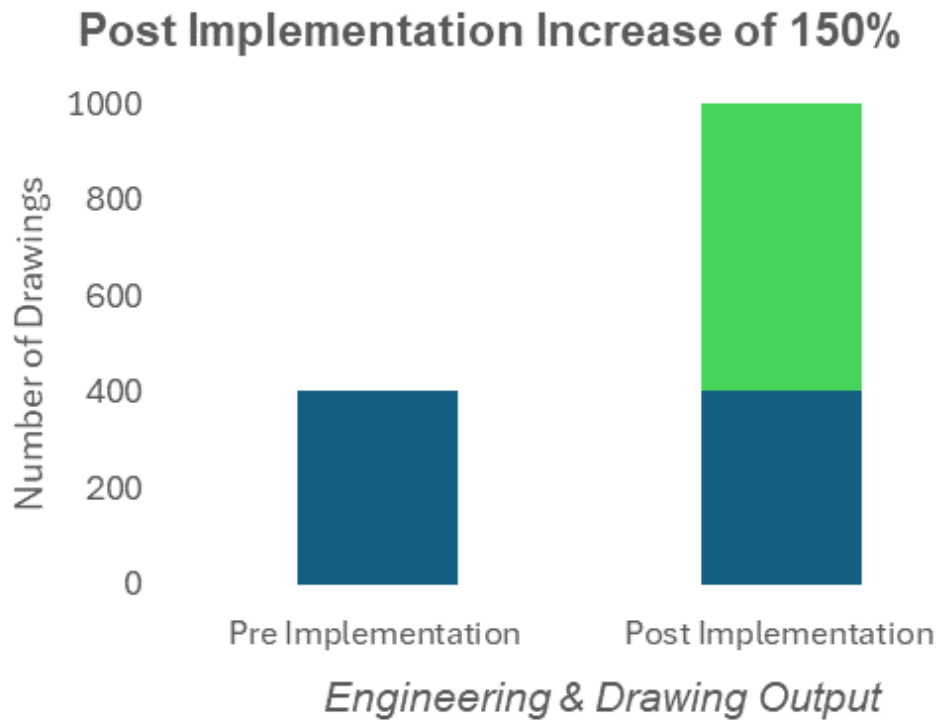
Post Implementation

- **39** Facilitated schedule improvement sessions that shortened the critical path
- Increase in performance
- **11 Days** ahead of schedule



Coaching Implementation Impact

Removing Bottlenecks to Increase Performance



Pre Implementation

- Engineering drawing bottlenecks
- Construction critical path delays
- Cutting and Pre-fab Crews on standby waiting for drawings
- Engineering and Construction not aligned
- Critical KPIs not tracked, not visible or discussed

Post Implementation

- Engineering metrics developed
- Daily Stand-Up performance review
- Increased alignment with Engineering & Construction
- A step-change of **150%** increase in drawing output, positively impacting the critical-path
- Bottlenecks removed



Decision Making Process

Improved Focus With Data Driven Discussions



Pre Implementation

- No KPIs to track team progress
- Lack of structured meeting cadence and data focused decision making
- No detailed Project Execution Plan (PEP) with related metrics
- No structured team meeting to discuss progress

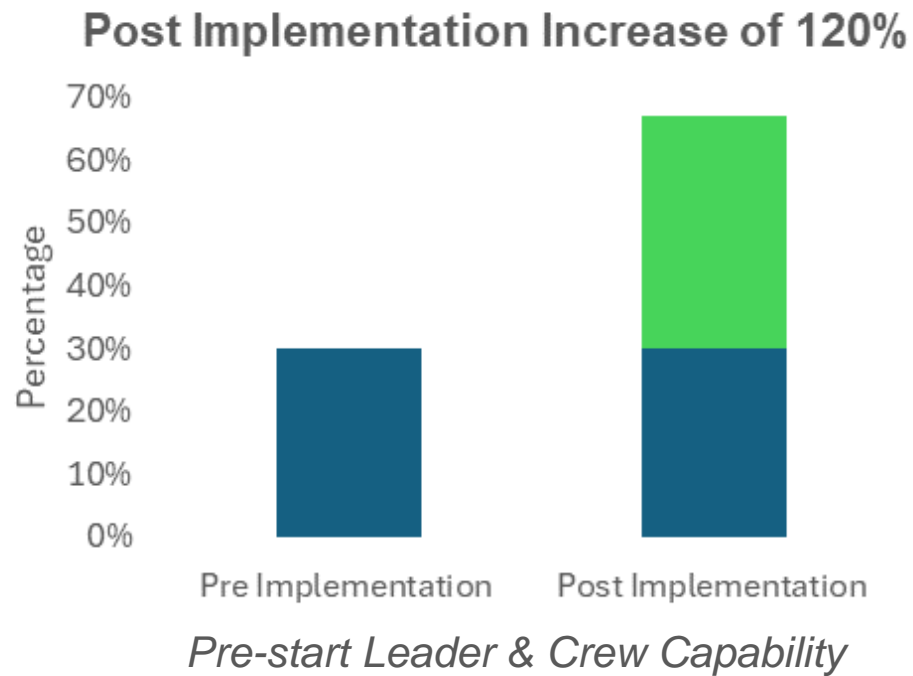
Post Implementation

- Supervisor KPIs developed and **War Room** set up
- Meeting cadence and decision making strengthened
- Data as opposed to opinion used for key decisions
- Project Execution Plan (PEP) and metrics revised
- Interface issues addressed effectively
- Culture of recognition embedded



Pre-start Leaders & Crew Capability

Through Front Line Coaching



Pre Implementation

- Few Crew Pre-start discussions
- Daily targets at crew and supervisor levels unknown
- Performance based leadership not cascaded to yard crew

Post Implementation

- Pre-start meeting structure applied across the project
- **120%** increase in Front Line Pre-start crew capability
- Board metrics discussion increase connection to overall project targets
- Learning culture in place



PCC Key Benefits for Clients

Trusted Implementers

Extensive industry experience and proven success

demonstrate our ability to consistently deliver high-quality outcomes in various projects and sectors.

Customized solutions tailored to client needs ensure that each project addresses the unique challenges and goals of our clients, providing the most effective strategies and implementations.

Focus on sustainable performance improvements

guarantees that the changes we introduce will have long-lasting, positive impacts on our clients' operations and profitability.

Strong emphasis on people and organizational culture

highlights our belief that the key to successful transformations lies in engaging and motivating the workforce, fostering a positive and collaborative environment.

Commitment to delivering measurable results underscores our dedication to not only meeting but exceeding client expectations through clear, quantifiable achievements.

