

PCC

Performance & Capability Consultants



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Construction Change Strategy & Case Study

PCC How & Where We Work

Global Excellence & Delivery



Performance & Capability Consultants

Proven expertise spanning Thailand, Singapore, UK, Norway, Australia, Germany, the Middle East, and Brazil.

Consulting-engineering integration, embedding transformation directly into operational workflows for measurable impact.

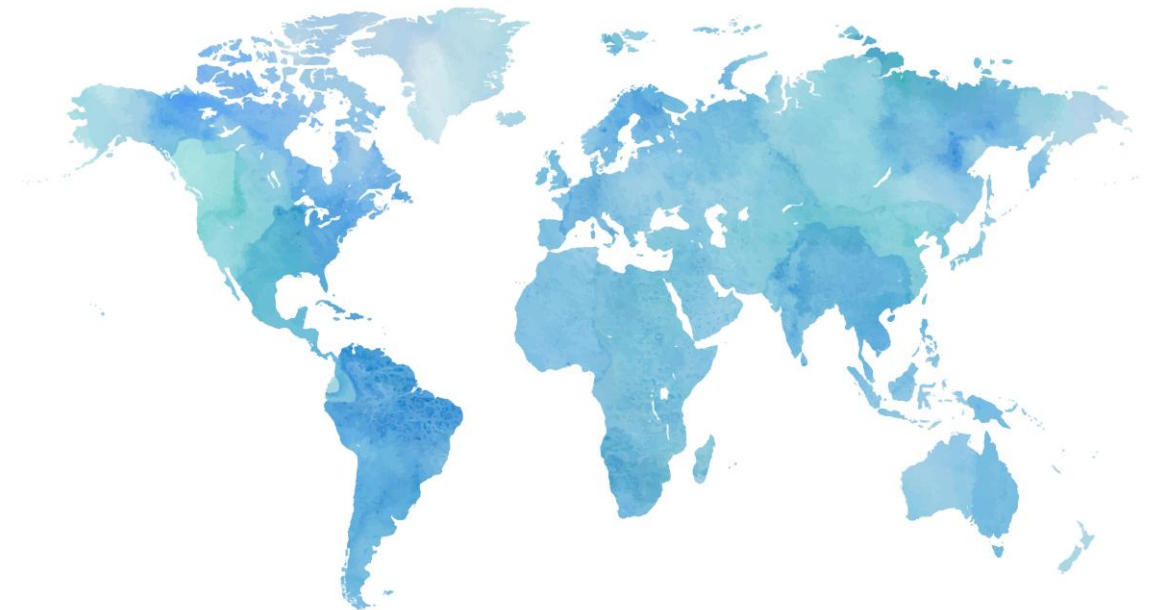
Trusted change leaders, guiding teams through transformation while inspiring ownership and engagement.

Front-line centricity, amplifying the voices of staff and contractors to elevate ground-level innovation.

Leadership-to-execution bridge, translating strategic goals into actionable outcomes and performance metrics.

Capability-building focus, nurturing long-term competencies and performance-oriented mindsets.

Multicultural delivery strength, enabling effective implementation in global environments via fluency in 5 languages.



PCC 5 Transformation Pillars

Proven to Deliver Performance Gains



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People

High-Performance Culture

Empower and engage the workforce to elevate capability, achieving up to **30% improvement in safety participation** and **20%+ gains in productivity** through targeted initiatives and culture-building strategies.



Metrics

Data-Driven Decision Making

Harness **real-time performance dashboards** that replace guesswork with actionable insight, enabling faster, smarter decisions that drive on-time project delivery.



Core Meeting Cadence

Operational Alignment

Implement a structured communication rhythm that synchronises front-line execution with leadership objectives, resulting in up to **30% reduction in rework** and enhanced accountability.



Process

Workflow Optimisation

Streamline operations to **eliminate non-value-adding activities**—consistently delivering **10–15%** schedule acceleration while upholding quality and compliance across operational areas.



Integration

Cross-Functional Excellence

Break down functional silos **through structured, collaborative workflows**, accelerating bottleneck resolution by up to **50%** and improving decision-making speed across disciplines.

These five pillars work together as a comprehensive system. Each adapted to your specific industry needs while maintaining a consistent methodology for sustained results.

PCC Implementation Phases

Operational Performance Management



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VALUE OPPORTUNITIES

Value opportunities implemented and capability sessions delivered

IMPLEMENTATION PLAN

Implementation plan and strategy co-created. Steering committees formed

MEETING CADENCE

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

ASSESSMENT

Current State Assessment and value opportunity identified

SUSTAINABILITY

Agree sustainability plan to transition ownership to client improvement champions



Construction Results After Implementation: Case Study

Case Study Executive Summary

Results Focused Transformation

Background

Project faced critical performance deficiencies requiring immediate intervention:

- Productivity:** 1.7 ratio with unmeasured tool time and unchecked losses
- Schedule:** Significant overruns from engineering bottlenecks, coating challenges and ad-hoc decisions
- Leadership:** 40% below industry average with weak accountability
- Front-line:** Disconnected from goals with unclear targets
- Result:** High-risk environment threatening delivery

Key Differentiators

- ✓ PCC bridges the gap between traditional consulting and hands-on operational expertise
- ✓ Boutique agility with mega-project expertise across global construction
- ✓ Consulting-technical integration embedding change directly into operational workflows
- ✓ Consulting-technical methodology for sustainable front-line transformation
- ✓ Front-line transformation focus delivering superior ROI compared to traditional consulting firms

Proven Results

50%

Productivity Improvement

150%

Engineering Output Increase

11 days

Ahead of Schedule

120%

Capability Increase

Investment Case

PCC's streamlined model delivers equivalent transformation outcomes at **40% lower cost** than tier-1 consultancies while maintaining world-class delivery.

Note: Productivity ratio < 1 equals higher efficiency and better management




Productivity Transformation: 50% Improvement

Tool-time and Results Focus



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PRE IMPLEMENTATION CHALLENGES

-  **Productivity baseline of 1.7**
(Higher number indicates inefficiency)
-  **Tool Time not measured or managed**
No visibility into productive vs. non-productive time
-  **Unchecked non-productive behaviors**
Leading to significant lost time across project



1.7 Productivity Ratio
Significantly underperforming

POST IMPLEMENTATION RESULTS

-  **Lost time and causes identified and addressed**
Systematic analysis of inefficiencies
-  **Client champions trained in Tool Time analysis**
Building sustainable capability
-  **50% Productivity improvement delivered**
Significant improvement in productivity ratio



PRODUCTIVITY IMPROVEMENT

50%

Against baseline

Productivity ratio < 1 equals higher efficiency and better management




Schedule Optimization: Achieving 11 Days Ahead

Paint & Coating Scope



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PRE IMPLEMENTATION CHALLENGES




-  **No granular painting schedule**
Unable to accurately track and estimate finish times
-  **Schedule scope not challenged in detail**
Passive acceptance of timeline assumptions
-  **Forecast: Significant delays expected**
Low contractor productivity threatening timeline



Projected Delays

Critical path at risk

POST IMPLEMENTATION RESULTS

-  **39 facilitated improvement sessions**
Structured approach to schedule optimization
-  **Performance increased**
Contractor productivity significantly improved
-  **Critical path shortened**
Targeted interventions to accelerate key activities



SCHEDULE PERFORMANCE

11 DAYS

Ahead of schedule





Bottleneck Removal: 150% Output Increase

Coaching Impact on Engineering Performance



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PRE IMPLEMENTATION CHALLENGES





-  **Engineering drawing bottlenecks**
Critical documentation delays impacting entire project
-  **Construction crews waiting for drawings**
Cutting and Pre-fab teams on standby, creating cascading delays
-  **No alignment between departments**
Engineering and Construction operating in silos
-  **Critical KPIs not tracked or visible**
No performance metrics to identify or address issues



Critical Path Delays

Bottlenecks impacting project timeline

POST IMPLEMENTATION RESULTS

-  **Engineering metrics developed and implemented**
Clear performance indicators established
-  **Daily Stand-Up performance reviews**
Real-time issue identification and resolution
-  **Increased alignment between departments**
Engineering & Construction working as one team
-  **All key bottlenecks eliminated**
Critical path constraints removed



DRAWING OUTPUT INCREASE

150%

Positive impact on critical path





Data-Driven Decision Making

Improved Focus & Smarter Project Delivery



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PRE IMPLEMENTATION CHALLENGES


-  **No KPIs to track team progress**
Lack of performance visibility
-  **Lack of structured meeting cadence**
Inconsistent communication patterns and weak data focus
-  **No detailed Project Execution Plan**
Missing framework for consistent delivery
-  **Opinion-based decision making**
Subjective approach leading to inconsistency



Ad-hoc Decision Process

Leading to delays & conflicts

POST IMPLEMENTATION RESULTS

-  **Supervisor KPIs developed and War Room established**
Clear metrics for tracking progress and increased accountability
-  **Structured meeting cadence implemented**
Regular, focused decision-making forums based on data
-  **Project Execution Plan and metrics enhanced**
Detailed roadmap for project delivery
-  **Interface issues addressed effectively**
Improved cross-functional collaboration
-  **Culture of recognition embedded**
Celebrating success and positive outcomes



FROM OPINION TO EVIDENCE

Data-Driven Decisions

Faster, better-informed project execution

Front-Line Coaching: 120% Crew Capability Increase




Pre-start Leaders and Crew



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PRE

IMPLEMENTATION CHALLENGES




-  **Few Crew Pre-start discussions**
Limited communication before shift start
-  **Daily targets unclear**
Crew and supervisor levels disconnected from goals
-  **Leadership not cascaded to yard crew**
Performance-based leadership absent at execution level



Disconnected Front Line
Limited alignment with project goals

POST

IMPLEMENTATION RESULTS

-  **Structured Pre-start meetings applied**
Implemented across the entire project
-  **Board metrics connected to project targets**
Clear visibility of performance and expectations
-  **Learning culture in place**
Daily continuous improvement and knowledge sharing



CAPABILITY IMPROVEMENT
120%
increase in Front Line Pre-start crew capability

PCC Key Benefits for Clients

Trusted Implementers



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Extensive mega-project expertise combined with boutique agility delivering faster mobilization, focused execution, and superior ROI compared to traditional change management firms.

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.

Sustainable performance transformation delivers lasting improvements that continue generating value long after our engagement ends.

People-first methodology engages and motivates your workforce through change, creating cultural transformation alongside operational excellence for sustainable success.

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

