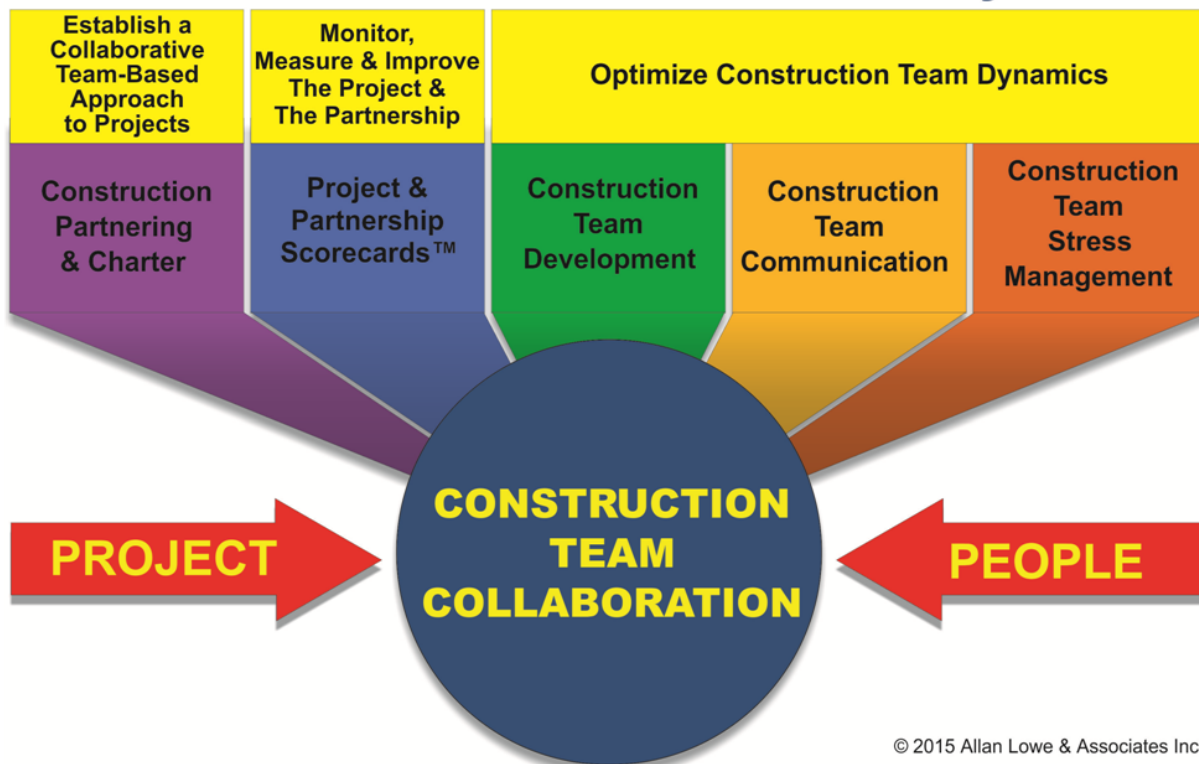


Construction Team Dynamics

Construction Team Collaboration System™



Construction Partnering...

Construction Partnering is a very effective process in bringing team members from all project stakeholders together to mutually develop Project and Partnership Success Goals, Issue Resolution Processes, identify stakeholders' challenges, and other key factors proven to improve construction projects. The team develops a Partnering Charter outlining the partnership.

Project Scorecards™...

Project Scorecards™ are an excellent and effective tool to monitor and measure the status of the Project and Partnership Goals and other team commitments made at the Kick-Off and Follow-Up Partnering Sessions. Project Scorecards™ are a "measuring stick" to keep the project on track as needed for the duration of the project.

What are Construction Team Dynamics?

Construction Team Dynamics are the forces that influence the direction of a construction team's behaviour and performance.

Team Dynamics are created by the personalities within the team, team members' working relationships with each other, and the environment in which the team works.

Good, positive Team Dynamics are essential for Construction Team Excellence!



**ALLAN LOWE
& ASSOCIATES INC.**

**CONSTRUCTION TEAM
COLLABORATION SERVICES**

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Are strong Construction Team Dynamics hard to achieve?

Construction team members almost always want to get along and work collaboratively towards the Project and Partnership Success Goals. However, working together as a synergistic and high functioning team is usually a great challenge!

Why are strong Team Dynamics so hard to achieve?

Each team member is a unique individual with a unique combination of work and life experience, education, skills and personality. Every individual brings a different background and point of view to the team. This is the root of team dynamics challenges!

How can these Team Dynamics challenges be overcome?

The key is to **have each team member learn and understand their own distinct personality styles and those of the other team members.**

From there, the team members can **learn tools and approaches to improve team dynamics between all team members.** They will then understand the distinctive ways in which different personalities approach working together, communicate with each other, and react to stressful situations. This knowledge is vital to team success!



How are personality types related to Construction Team Dynamics?

Each person has their own personality, made up of characteristic patterns including behavior, feelings and thoughts. Temperament refers to the different aspects of an individual's personality, primarily referring to whether an individual is introverted (energies focusing inward), or extraverted (energies focusing outward).

Personality and temperament studies began with Hippocrates in approximately 400 BC, and have continued to evolve. All have focused on four basic personality types or styles, with some approaches categorizing additional descriptors and/or functions. Some of the most well known personality and temperament experts include Carl Jung, Meyers-Briggs, David Kiersey, Don Lowry's True Colors®, and more recently Mary Miscisin's *Personality Lingo®* approach.

Each individual has a combination of characteristics of each of four basic personality styles, to varying degrees; however, each individual's blend of the four characteristics is unique to them, not unlike the uniqueness of individuals' fingerprints. At the same time, **most individuals will have both a "dominant personality style", and a style that they relate with the least.**

How can knowledge of personality types improve Construction Team Dynamics?

Once the construction team members understand their own blend of personality styles and those of their fellow team members, they will understand each other better and be able to use this knowledge to enhance their teamwork, improve their communications, and manage stressful circumstances and situations.

Allan Lowe & Associates' Construction Team Dynamics workshops are carefully designed to guide teams through specific processes which will lead to improved Team Dynamics in each of these areas.



Construction Team Development

TEAM DEVELOPMENT WORKSHOP INCLUDES:

- Introduction to the Team Personality Style concept and training program
- Determine **each team member's Team Personality Style range**
- Learn and understand about **each preferred Team Personality Style**
- Team works in groups to **identify common traits of each Team Personality Style**
- Determine the **strengths of each personality style** and what they bring to the team
- Identify **how to best relate to each of the personality styles** in a working environment
- How to **maximize each personality style's motivation and workplace satisfaction**
- Team **development of Action Plan** moving forward



Construction Team Stress Management

STRESS MANAGEMENT WORKSHOP INCLUDES:

- Introduction to the personality based Stress Management concept and training program
- Determine **each team member's Personality Style range**
- Learn and understand **common causes of stress** for each Personality Style
- Identify **characteristic behaviors** of each Personality Style under stress
- Tools for individuals to help **manage their stress** within their primary Personality Style
- How to **Help Reduce Stress for their teammates** in their Personality Styles
- Team **development of Action Plan** using Stress Management tools to maximize team dynamics



Construction Team Communication

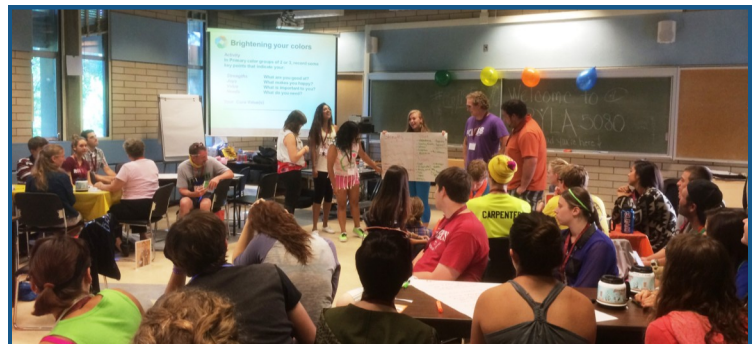
COMMUNICATION WORKSHOP INCLUDES:

- Introduction to the personality based Communication Style concept and training program
- Determine **each team member's Communication Style range**
- Learn and understand about **each preferred Communication Style**
- Team works in groups to **identify common traits of each Communication Style**
- Identify **frustrations and challenges for each Communication Style**
- Identify **how each Communication Style likes others to communicate with their styles**
- Team **development of Action Plan** using Communication Styles tools to improve future team communications

"Think about what you can do to help the team be effective, efficient, and successful in the delivery of the project.

Teamwork is the key to successful project delivery. It's up to you.

Rick Land, Chief Engineer, Caltrans



Team Dynamics Workshops Q & A's

How long are the Team Dynamics workshops?

- Each workshop is approximately 3 hours long. All 3 workshops can be combined into a 7.5 hour day.

Where are the workshops usually held?

- These workshops can be held in any venue where there is adequate room. They are often held in office boardrooms and even field offices, room permitting.

Who can benefit from these workshops?

- Any project team can benefit from these workshops. They are helpful for teams within an organization, and also for project teams made up of several different organizations.

Is there a "best time" to take this training?

- The skills and knowledge gained from these workshops benefit the participants and teams whenever the training is completed, either at the beginning of a project or when team dynamics problems have arisen.

Are there benefits to this training outside of the job?

- Many participants of this training express that the tools they gain at the workshops benefit them outside of work also. In fact, Allan Lowe provides all participants with information on applying this knowledge in their personal lives.

Is one area of this training more helpful than others?

- No, each area of the training is beneficial. They all center around the team members' personality assessments, but the applications vary between the Teambuilding, Communications, and Stress Management training programs.

What personality assessment tools are used in the workshops?

Allan Lowe, MBA, B.Comm., C.E.T., is a **Certified True Colors®** facilitator. **Team Dynamics Training** also includes **Personality Lingo®**, a personality assessment system developed by **Mary Miscisin, M.S.**, the author of **Showing Our True Colors** and **Personality Lingo**.

Participants in Allan Lowe's Team Dynamics Workshops say...

"This was excellent - this explains why some people are the way they are!"

"Allan, I would like to thank you for introducing the Construction Team Dynamics to our conference. It has strengthened communications and understanding among those who attended. Everyone was amazed how accurate it defined themselves and made them realize the other attributes they didn't know they had. I feel Team Dynamics should be the start of any conference, it creates a fun and understanding environment."

"I firmly believe that our recent Team Dynamics Teambuilding exercise helped us (Alberta Transportation – Peace Region) realize the characteristics of our team members and enabled us to gel as a team. Thank you Allan for providing these tools to help gauge the partnership and team building! Thanks and regards."

"I really enjoyed the Team Dynamics workshop Allan. I find this to be an interesting approach to working with others in a mutually respectful manner which will help to avoid or resolve conflicts arising from miscommunication. Again, thank you Allan for the enjoyable session, I hope I get the opportunity to attend another one!"

"Allan, the Construction Team Stress Management workshop was very good. Learning to understand our own stressors and those of the other team members will help our team for sure. Thank you!"

"Although I have participated in similar exercises, this was very interesting, positive, and thought provoking. I know it will benefit the team moving forward."

To learn more about Team Dynamics, contact Allan Lowe.



About Allan Lowe & Associates Inc.

Allan Lowe & Associates is committed to providing construction teams with Construction Team Collaboration information, tools, processes, expertise and training to improve their projects and enjoyment and effectiveness working on them.

Allan Lowe, Principal of Allan Lowe & Associates, offers his clients a broad experiential background including management consultant, senior executive and C.E.O., engineering technologist, construction project supervisor and manager, and

construction small business owner.

Allan is a respected professional throughout Canada. He holds a Master of Business Administration degree, a Bachelor of Commerce degree, and is a Certified Engineering Technologist.

In addition to **Construction Team Dynamics**, Allan Lowe & Associates services include **Construction Partnering**, **Project Scorecards™**, and **corporate and conference speaking on Construction Team Collaboration**.

**Project Scorecards™ is a registered trademark in Canada to Allan Lowe & Associates Inc.*

**Construction Team Collaboration System™ is a trademark to Allan Lowe & Associates Inc.*