

24TH ANNUAL



24TH LCI CONGRESS
OCTOBER 18-21

Aligning the Many Voices on a Project Team as a Foundation for Lean Practices

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LEAN GUMBO: THE RIGHT INGREDIENTS FOR PROJECT SUCCESS

OCTOBER 18, 2022



Welcome! We look forward to working with you. This workshop is fully immersive and participatory. We encourage you to put away all possible distractions and keep your cameras on. Please take pictures of your experience, but to keep in full participation, we ask that you wait to use your phone for texts, calls, and email only during breaks. Thank you.

Joanna and Tom



More Than a Title and a Role

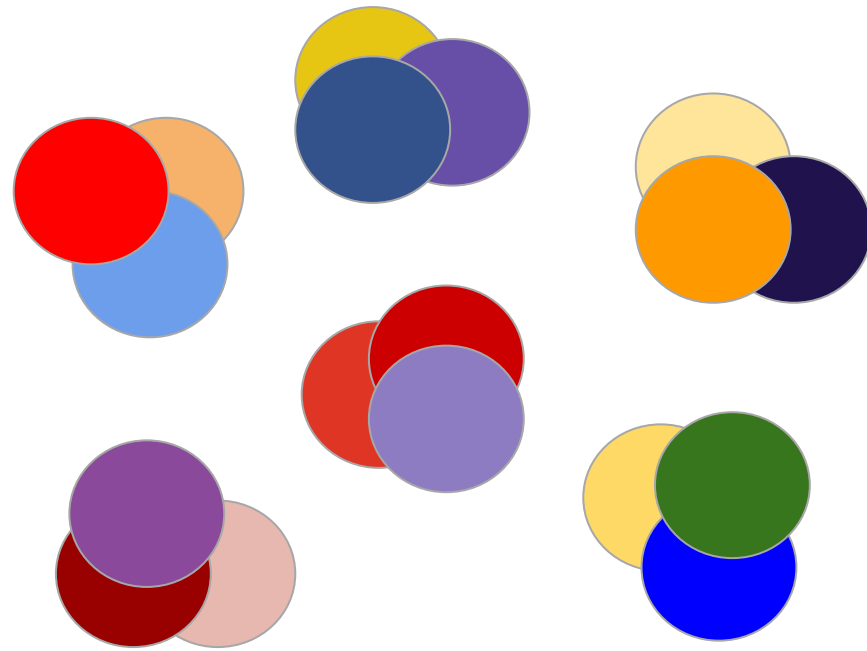
Share something about yourself without referencing work.

What's something unique about you that the others in the room do not know?

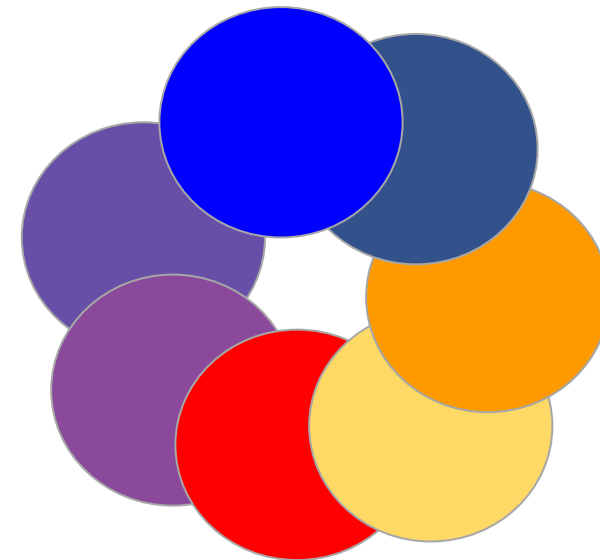
Discovery Points for Today

- **Recognizing how you uniquely contribute to your team matters. Discover strengths you bring to a project team in addition to your professional skills.**
- **Understand the importance of practicing self-reflection toward contributing to team alignment.**
- **Gain insights into how people contribute to a project outside of their professional skills.**
- **Experience a purpose-alignment exercise that can serve as a model for similar conversations on your project.**

Core Strengths & Gifts



Personal



Shared

How do you show up for your team?



Superhero Qualities



What qualities or strengths (not superpower) stand out for you?

What shows up in you that helps other people on your project team?

Trust

When people trust their organization...

- 83% are committed to doing great work
- 74% are loyal to the organization
- 78% actively advocate for the organization

Edelman Trust Barometer

Trust

People at high-trust companies report:

- 74% less stress
- 106% more energy at work
- 50% higher productivity
- 13% fewer sick days
- 76% more engagement
- 29% more satisfaction with their lives
- 40% less burnout

Harvard Business Review



Shared Leadership

In our study we saw pretty clearly that groups that had smart people dominating the conversation were not very intelligent groups.

Anita Woolley

Alignment

Aligned teams recognize that a foundation of trust built on candor, transparency and shared leadership fuels connection and high performance.

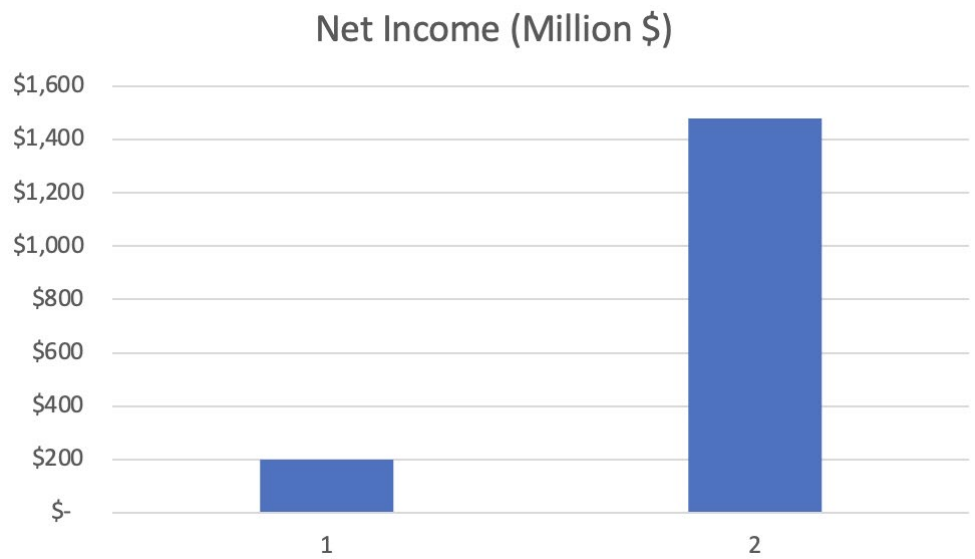
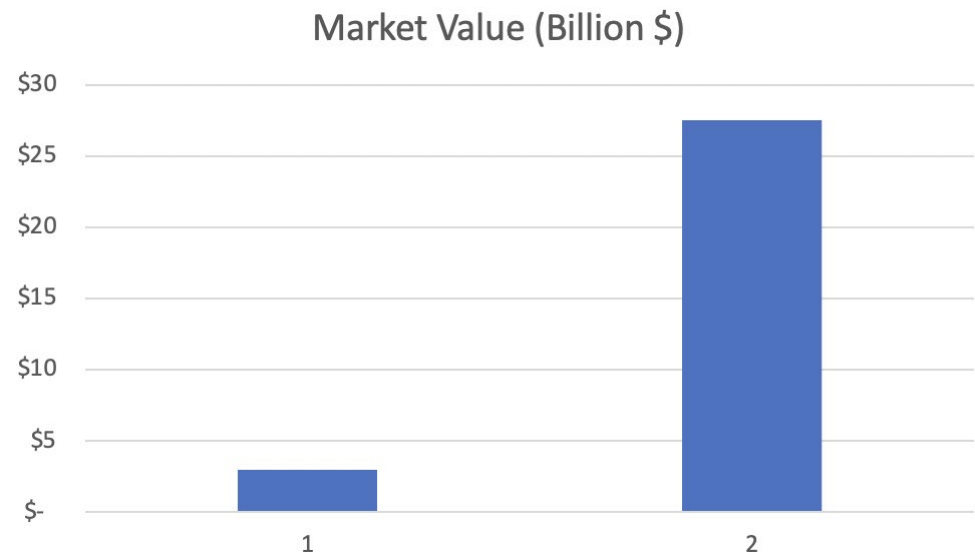
Purpose Alignment

“If you want to understand how Alcoa is doing, you need to look at our workplace safety figures. If we bring our injury rates down, it won’t be because of cheerleading or the nonsense you sometimes hear from other CEOs. It will be because the individuals at this company have agreed to become part of something important: They’ve devoted themselves to creating a habit of excellence.”

Paul O’Neill, CEO, Alcoa, 1987-1999



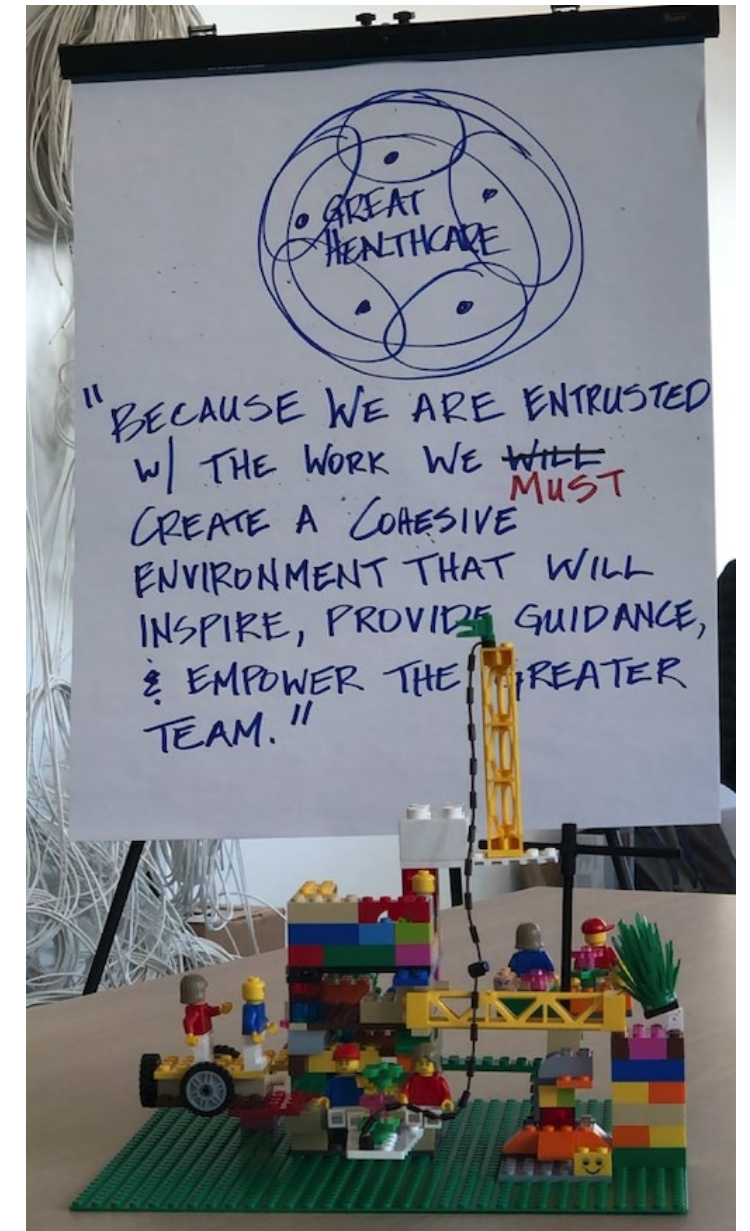
Purpose Alignment



Purpose Alignment Statement



“Because we are entrusted with the work we **MUST** create a cohesive environment that will inspire, provide guidance, and empower the greater team.”



Purpose Alignment Statement

This team is making our contribution to **a healthier, safer world** for today and tomorrow by building a high-quality facility for the production of POROS. Together we are making **the impossible possible**, improving the quality of life for our loved ones.

Owner Meeting Minutes

Number: 0027

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Project: POROS MANUFACTURING (1992)

Date	Time	Next Date	Next Time	Transcriber
04/01/2021	3:00 PM	04/08/2021	3:00 PM	

Meeting Details:

This team is making our contribution to a healthier, safer world for today and tomorrow by building a high-quality facility for the production of POROS. Together we are making the impossible possible, improving the quality of life for our loved ones.

Meeting Attendees / Distribution:

Name	Present	Absent	Distribute Only	Remote



Shared Identity

THROUGH:

Cultivation of a Safe Environment

Transparency & Positivity

Continuous Improvement

Flexibility

High Expectations for Ourselves as Individuals and the Team

Providing Clear Direction and Leadership

Connection

Calm and Rooted Foundation

Adjusting to Detours Along the Way

Respect

Purpose Alignment Statement



The Gignoux Courthouse project shall serve the People and the Court in the administration of justice with integrity and excellence. This team will modernize the building infrastructure to improve the safety and efficiency of the Court operations throughout all project phases while respecting the historic architecture, fiscal budget constraints, and schedule objectives.

Shared Identity



Through...

Improving indoor air quality

Improving building life safety

Providing a comfortable work environment for tenants

Attending to safety of people working in building

Respecting the building's historic architecture

Reducing energy use and improving sustainability

Bringing HVAC system up to current code and standards

Ensuring a smooth start-up commissioning process

A quick and efficient design and construction process

Clear and open team communication

Realizing the closure of long-term work

Purpose Alignment Statement



For a healthier tomorrow...

We are intentionally making a difference in the community using a transformative care model to impact 166 families and their caregivers each day by leveraging our voice of courage, respect, and creativity.

Shared Identity



Through...

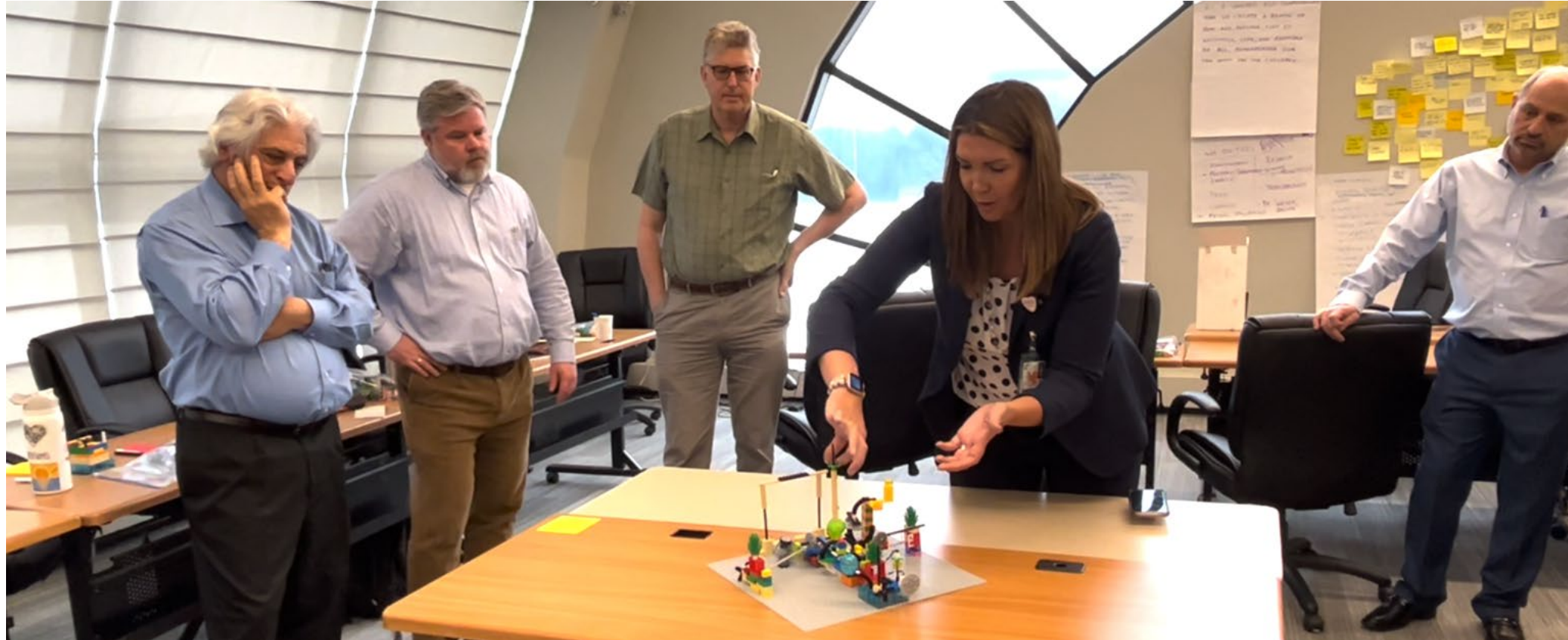
**Listening | Resilience | Accountability
Challenging Each Other
Supporting a Holistically Safe Environment
Transparency | Flexibility & Adaptability
Planning | Learning | Innovation
Teamwork**

Purpose Alignment Statement



As a united and compassionate team we create a beacon of hope and healing that is welcoming, safe, and adaptable for all, remembering our true north is the children.

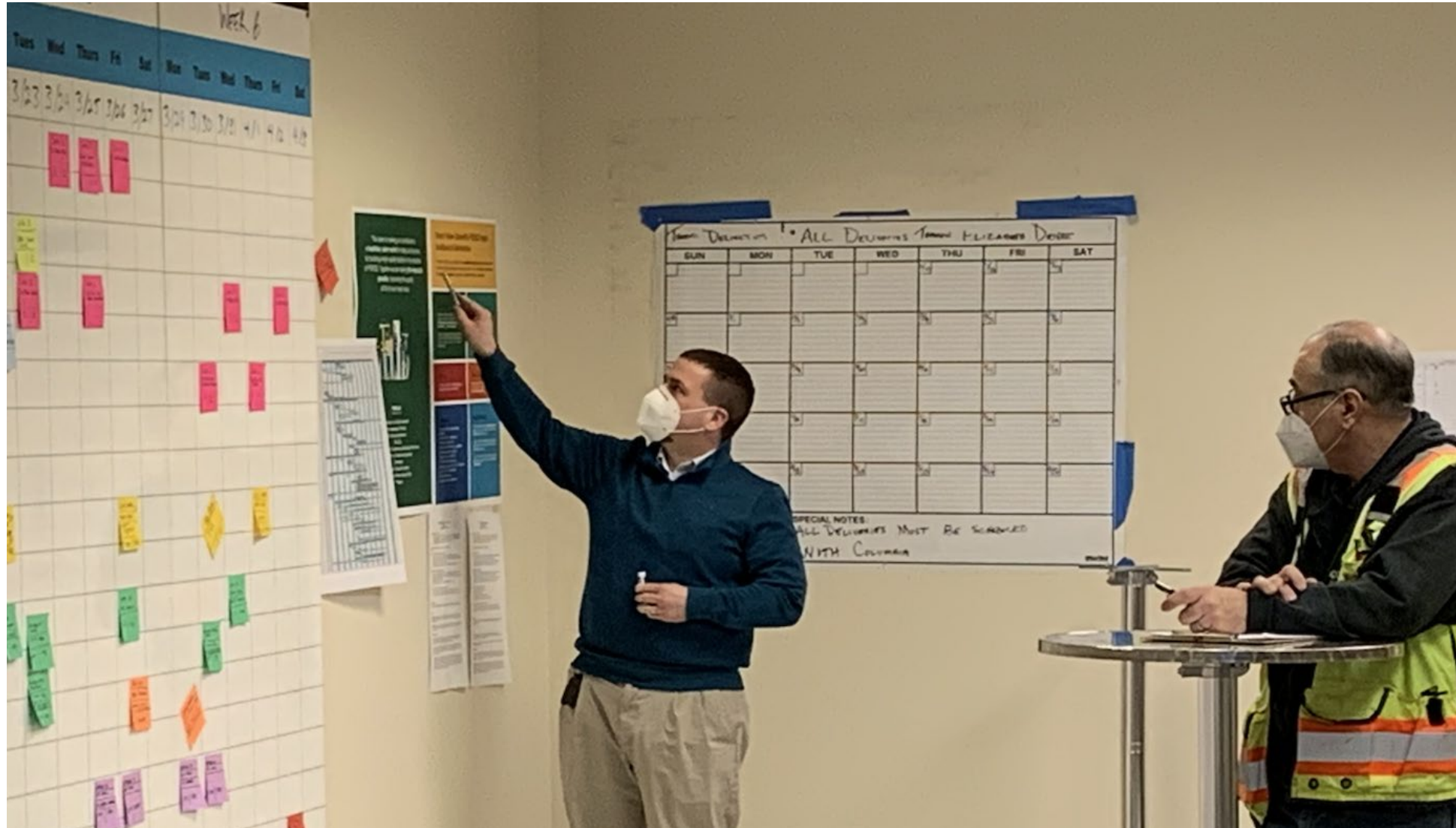
Shared Identity



We do this through

**Innovation | Empathy | Respect | Collaboration | Trust | Transparency |
Flexibility/Adaptability Sustainability | Integrity | Curiosity | Fiscal Stewardship |
Being Wicked Awesome**

How can you apply this experience tomorrow?



Celebrate Small **SUCCESSES**



Connect and Commit





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In the spirit of continuous improvement, we would like to remind you to complete this workshop's survey! We look forward to receiving your feedback.



Contact Us

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Thank you for attending this workshop. Enjoy the rest of the 24th Annual LCI Congress!

