Project Momentum
Preventing Project Derailment
Speaker Bio

• 24 Years of Project Management Experience on $9.1B Dollars of Work
• 10 Years of experience in Hawaii on $1.6B Dollars of Work
• 4 Years on Honolulu Rail Project from 2011 to 2016
• Served on all 3 Kiewit’s Projects (MSF & 2 Guideway’s)
• Attended +/- 923 Meetings while on Rail Project
• Hair loss accelerated in 2011
• 2017 Launched Koa Design and Construction Group based in Hawaii
What is Project Momentum!

People + Process = Results

Results Build Project Momentum
What is Project Momentum!

People + Process = Results
Projects are all about people!

- People are built for greatness!
- People create vision!
- People like to win!
- Projects need a variety of mindsets
- Commitment to the endeavor’s success
- Political power and personalities play a role
- People overcoming obstacles
- Loyalty to the project
Importance of People Skills to Project Managers

LINK TO VIDEO

Stephen Carver
Momentum Killers!

• Lack of Vision
• Poor Decision Making
• Poor Communication
• Politics and Uncertainty
• Ego, Arrogance, and Greed
• Endless Debate and Indecision
• Meaningless Slogans and Statements
• Repetitive Negative Media Coverage
Momentum Boosters!

- Having the Right Leaders and Team
- Clear Communication
- Timely Decision Making
- Sense of Urgency
- Pride of Workmanship
- Positive Fact Based Messages
- Opportunities for Advancement
- Rewarding Loyalty and Commitment
Simon Sinek on Learning How Not to Manage People
Lessons Learned from Rail Program!

• Selection of Right Leaders and Team
• Establishment of High Levels of Internal and External Trust
• Creating Excitement and Pride
• Establishment of Team with Sense of Urgency
• Effective and Timely Decision Making
• Cultural that Rewards Loyalty
• Compensation and Career Advancement
What is Project Momentum!

People + Process = Results
It’s All About the Process, Baby!
Process Development

• Birth of Bad Processes
• Bureaucracy
• Acceptance and Normalization
• Process Builders
Lessons Learned on the Rail Program!

• Birth of New Agency in Tandem with Mega Project
• Bureaucratic Impacts
• Decision Accountability
• Processes Implementation
• Planning and Scheduling
• Appropriate Risk Management
• Loss of History and Consistency
• Improvement Driven Organization
Tools to Gauge Project Momentum!

• Project Schedule
• Project Budget
• Team Morale
• Speed of Communications
• Management of Changes
• Collaborative Environment
• Speed in Overcoming Challenges
• Loyalty of People
Right Team and Right Processes!
Your Thoughts?