

Journey to High Performing Teams

People, Processes & Technology

Matin Talbot & Craig Gardner



amentum

Laminar
CLEAR. CONTROLLED. DELIVERED.



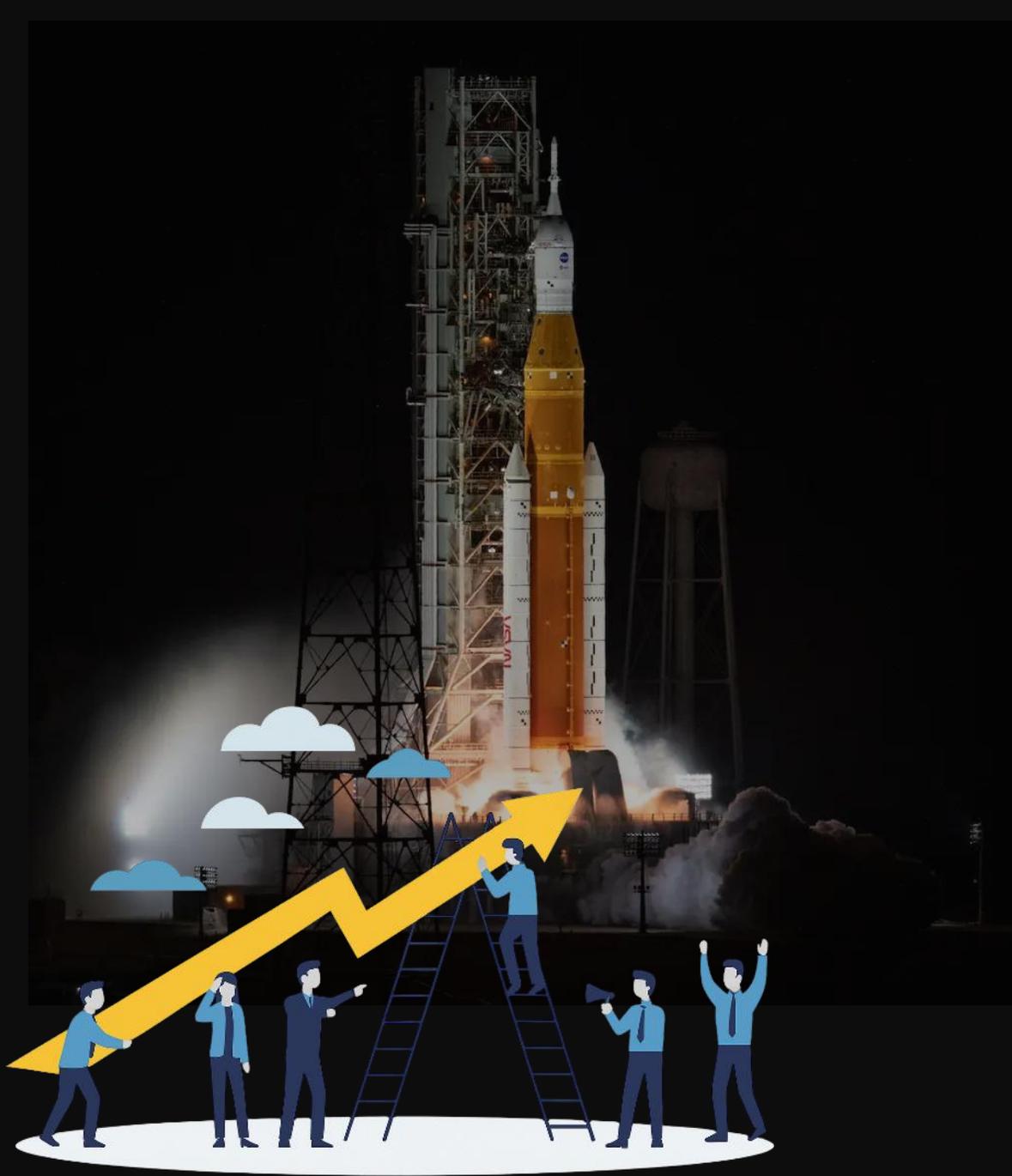


Martin Talbot
Project Controls Director



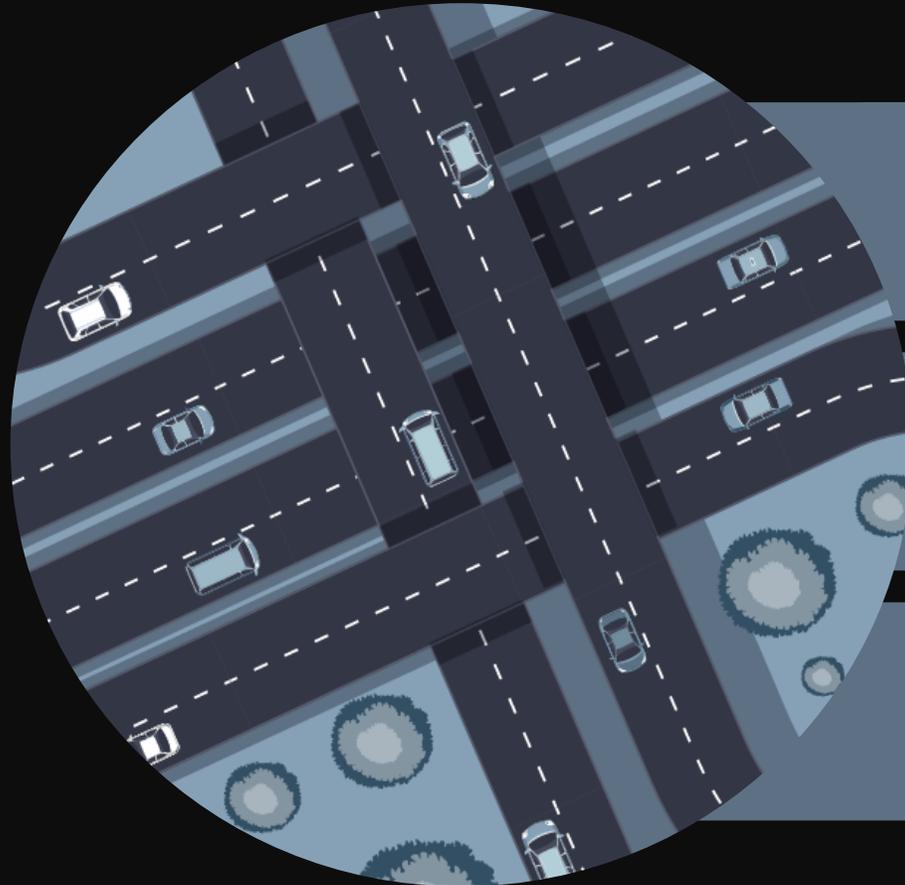
Craig Gardner
Project Director





**Fast growth.
Faster technology.
Alignment is the real challenge.**

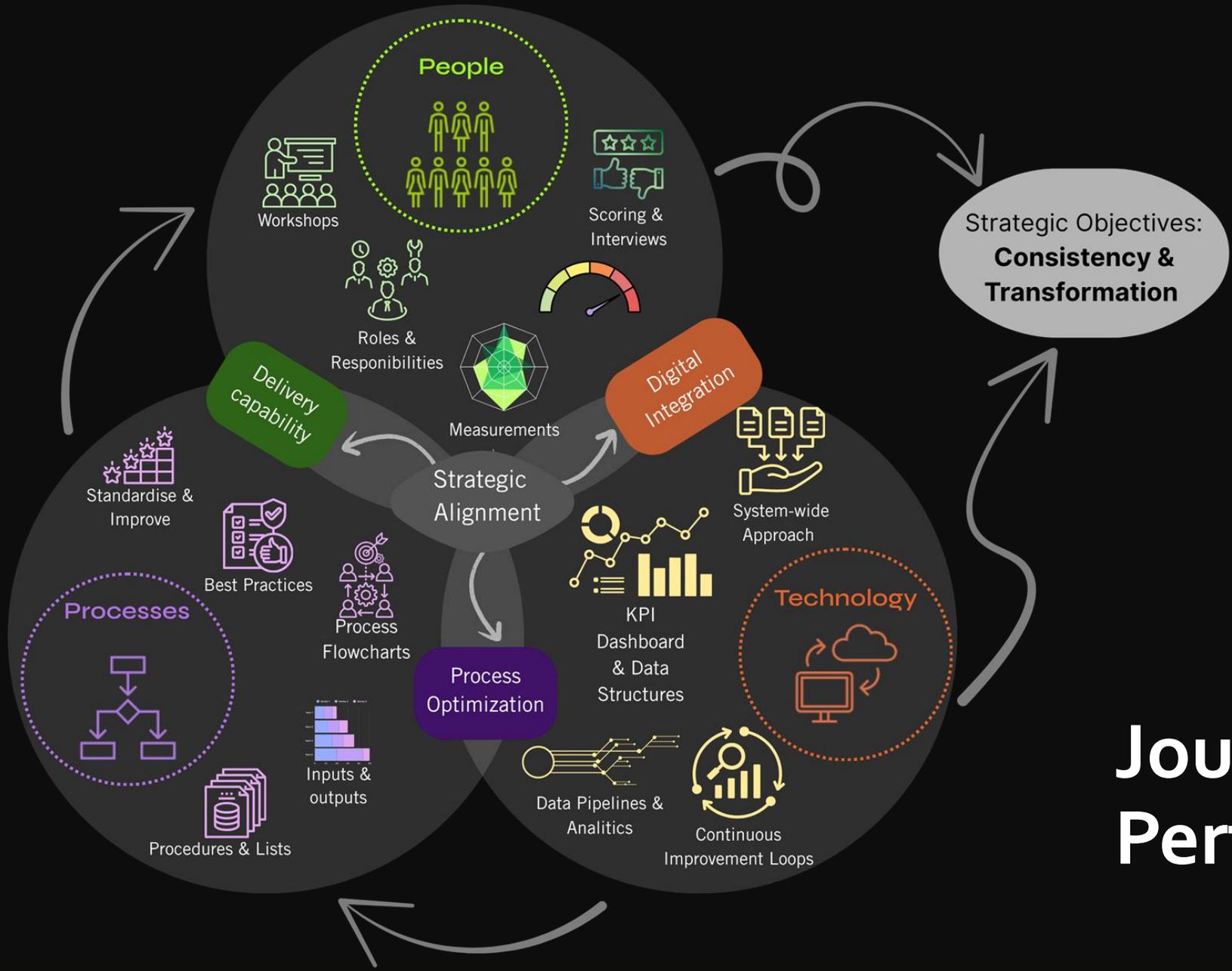
Journey to High Performing Teams



PEOPLE

PROCESSES

TECHNOLOGY

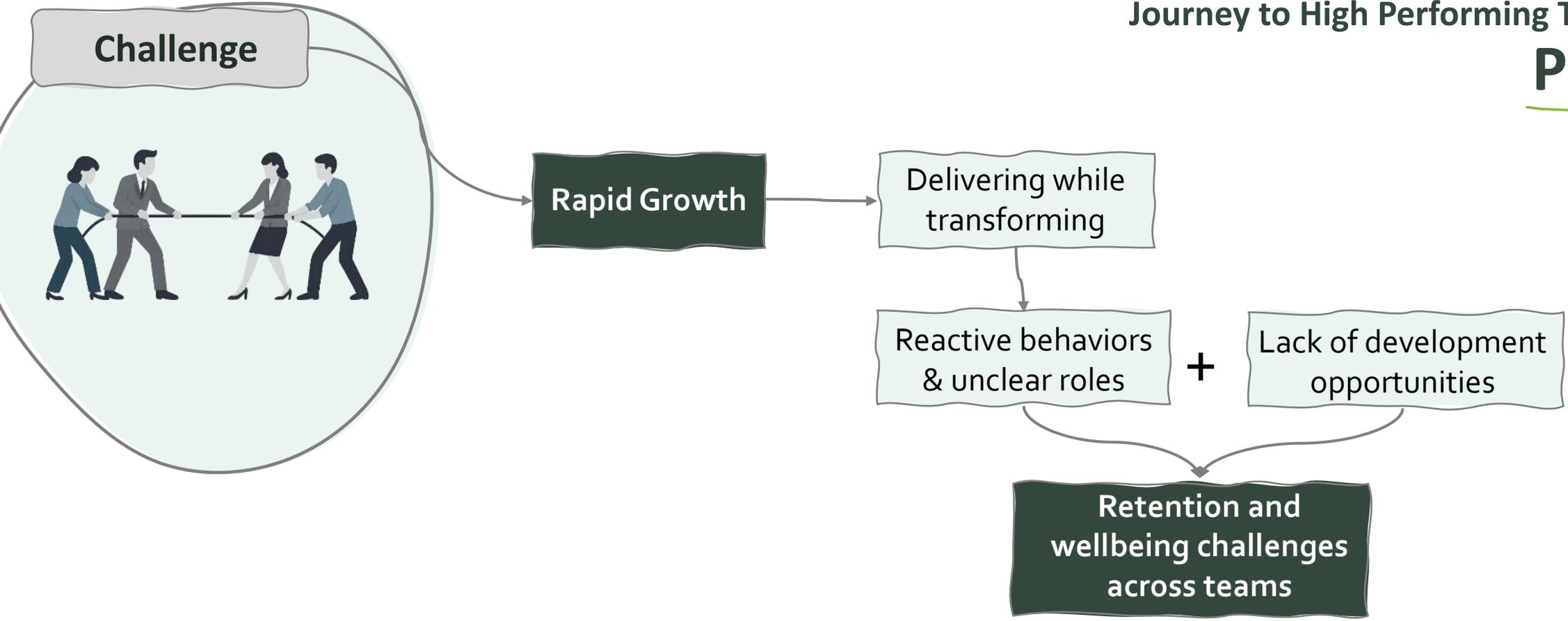


Journey to High Performing Teams



PEOPLE

The Heart of High-Performing Teams

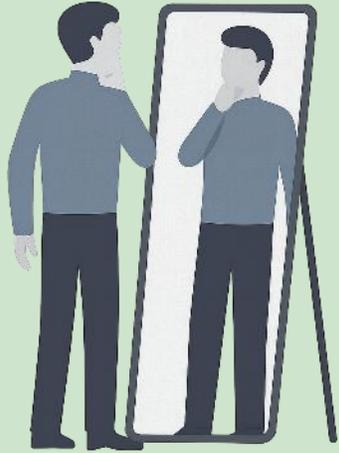


74%
OF Major Contractor report difficulty in finding qualified professionals with appropriate competency levels across project management disciplines
(Construction Industry Training Board, 2024)

£2Bn
Annually lost due to skills gaps and competency mismatches in UK construction projects over **£10M**
(RICS Research, 2024)

65%
Of construction professionals feel unclear about competency expectations and career development pathways
(APM Professional Development Survey, 2024)

Capabilities & Competencies

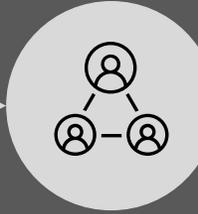


Journey to High Performing Teams

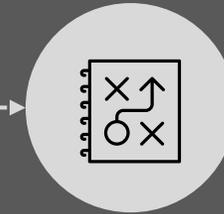
People



Self-Assessment & Reflection

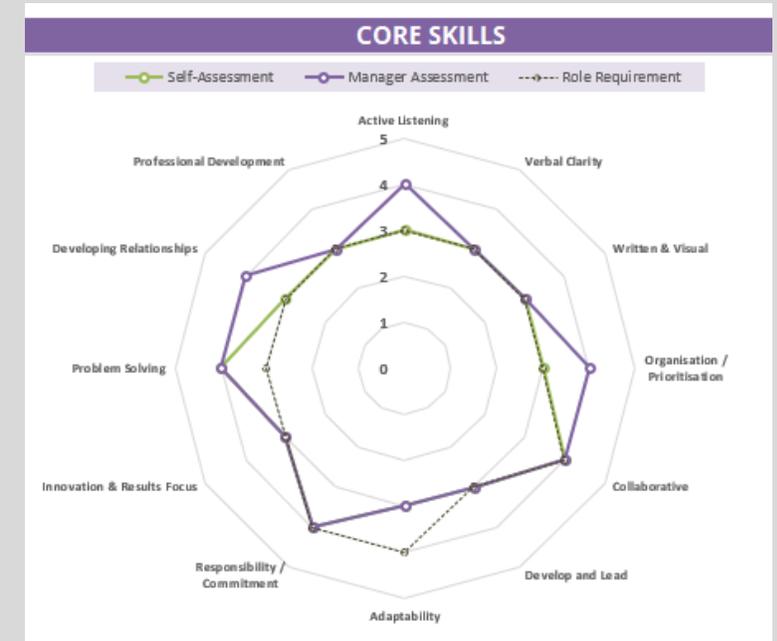
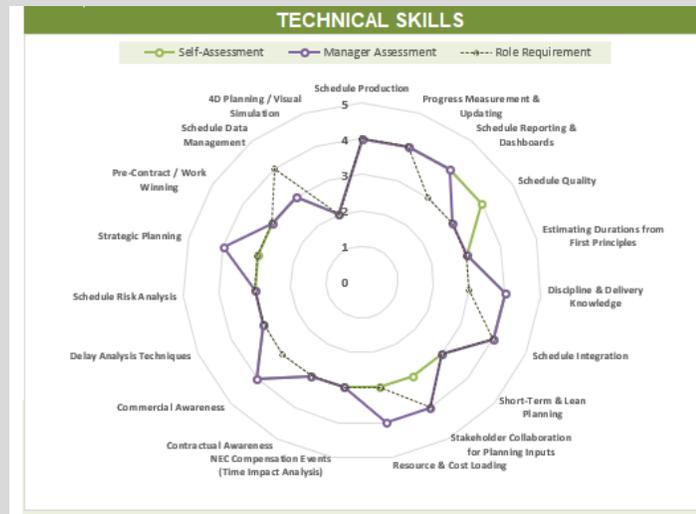


Manager / Peer Review



Gap Analysis

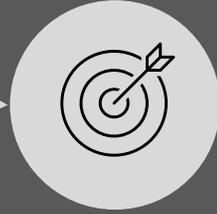
Scoring competencies (1-5)



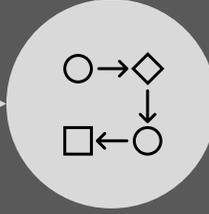
Development

Journey to High Performing Teams

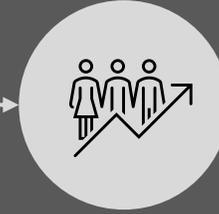
People



Set SMART Goals



Create a Roadmap



Track Progress



End of Year Progress Review



INPUT



JOURNEY



OUTCOME

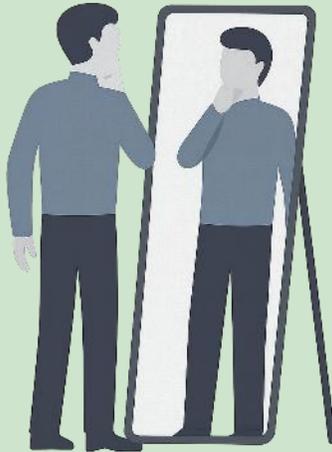
Challenge



Challenge



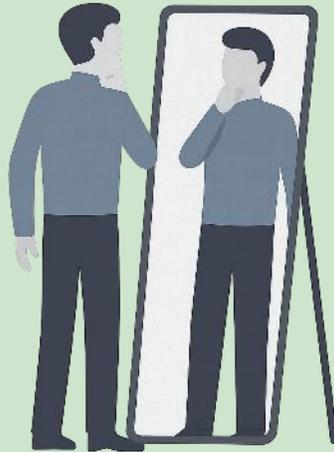
Capabilities & competencies



Challenge



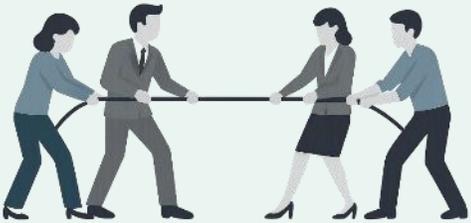
Capabilities & competencies



Development



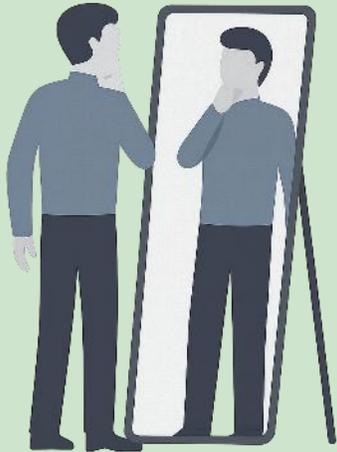
Challenge



Recruitment



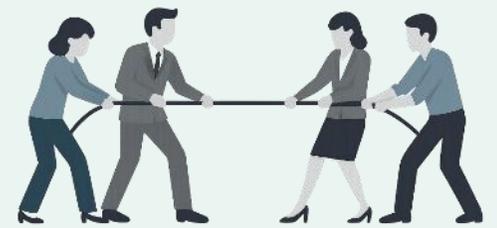
Capabilities & competencies



Development



Challenge



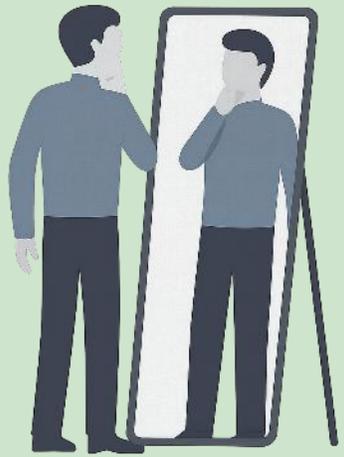
Recruitment



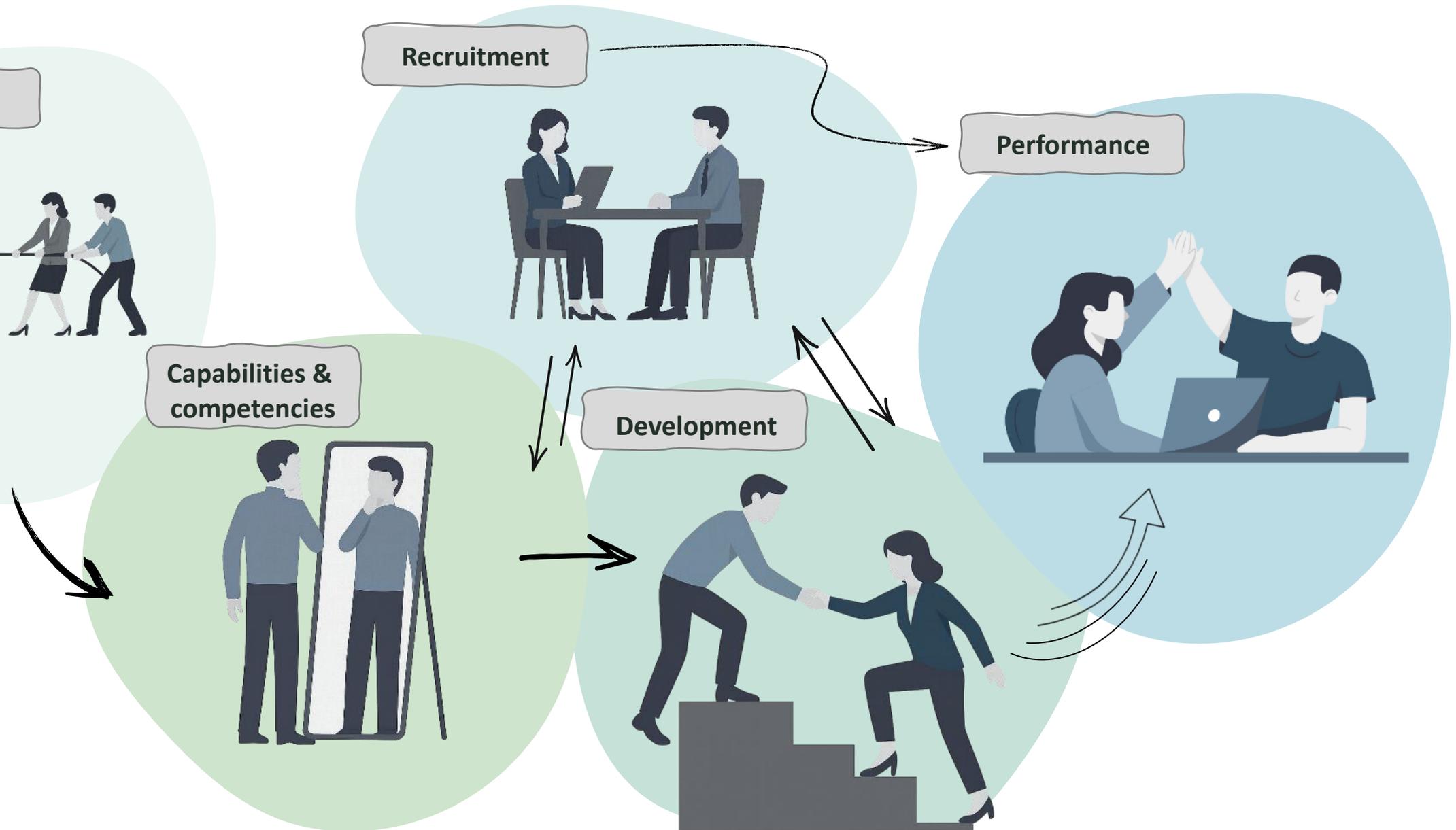
Performance



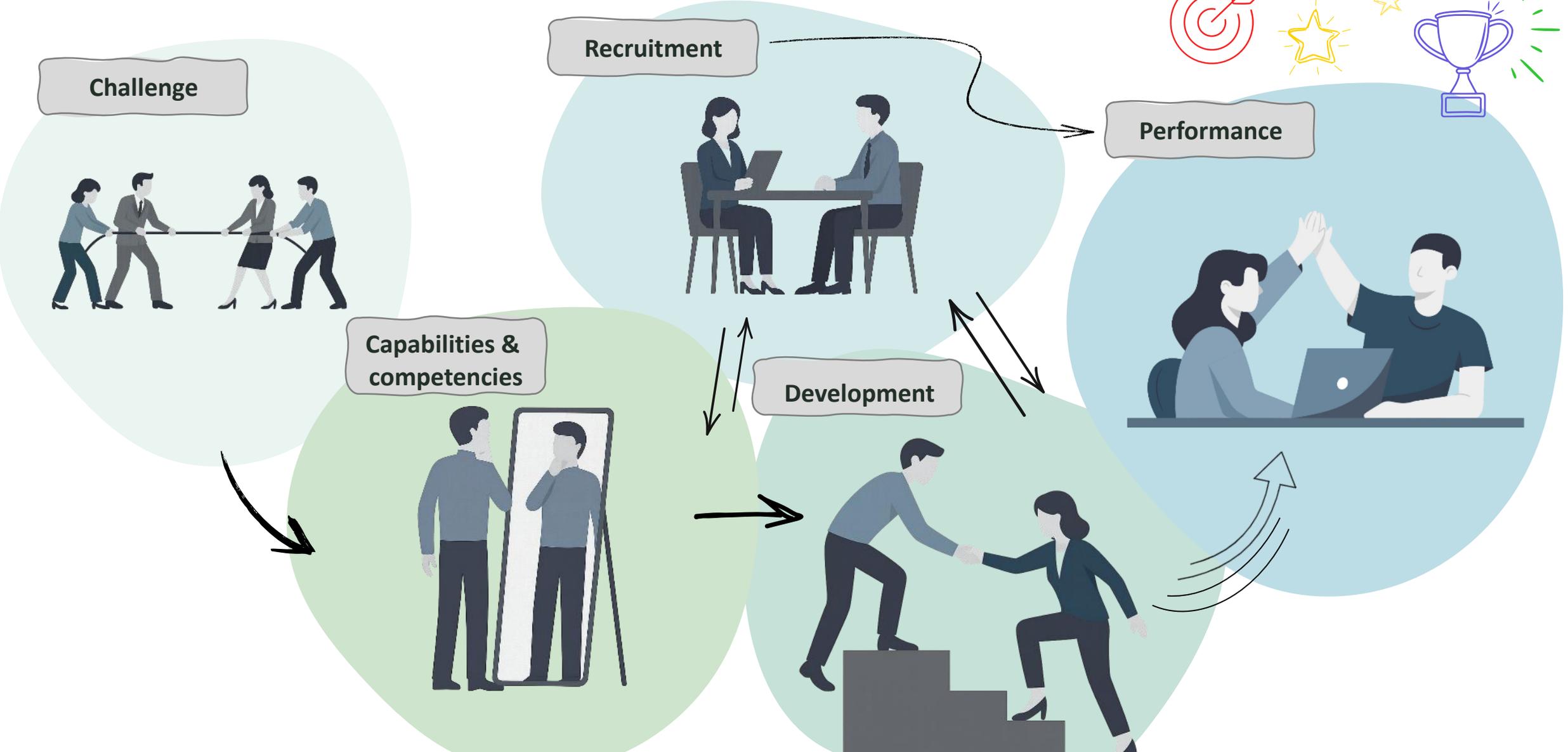
Capabilities & competencies



Development

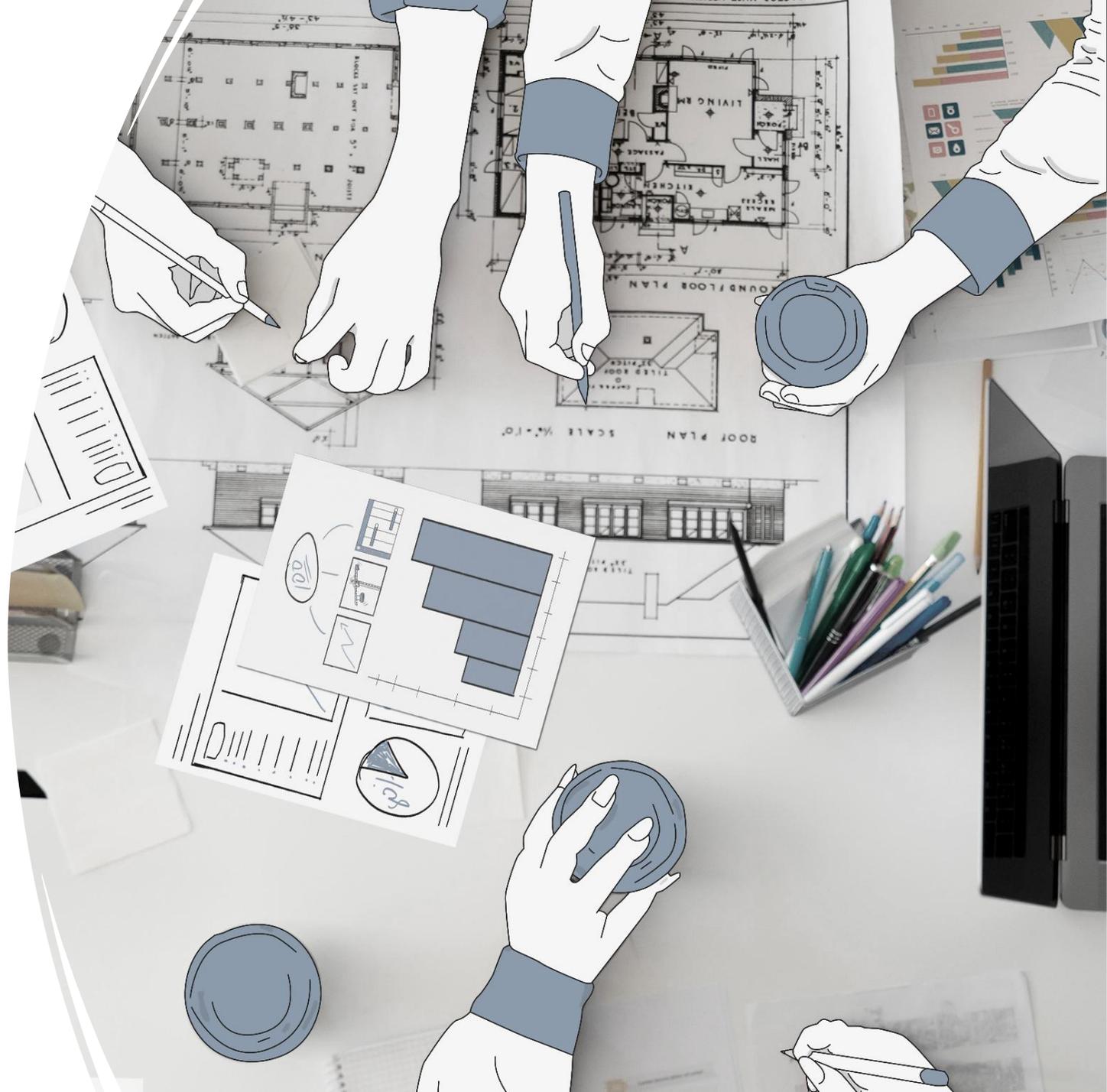


Journey to High Performing People



Processes

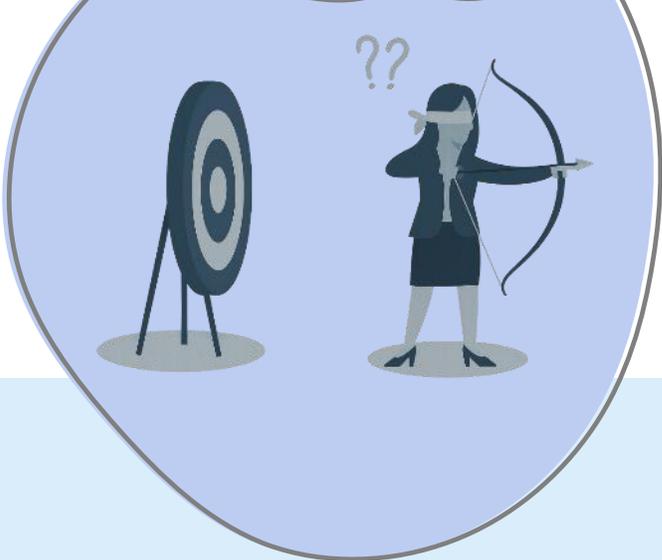
Enabling People to
Flourish



Journey to High Performing Teams

Processes

Misaligned Effort



Manual reporting processes delay assurance and create inefficiencies



Processes not well-defined or documented, lead to inconsistencies



Change-driven strategies need more structured processes to ensure efficiency

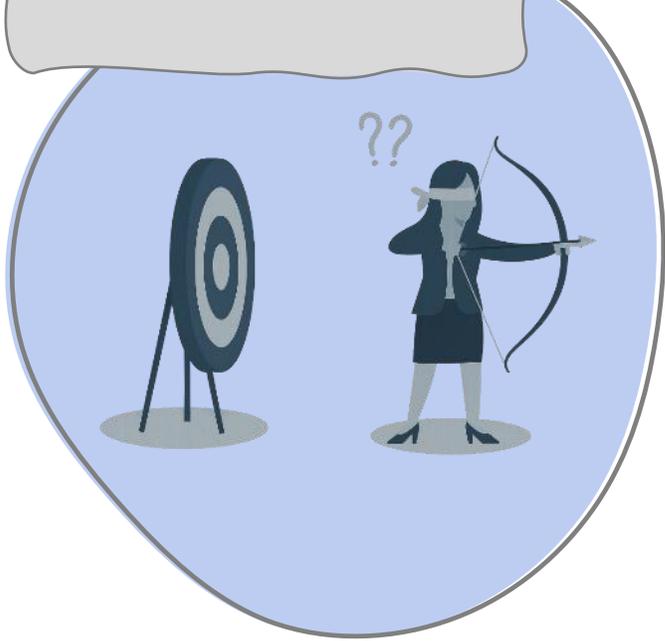


We need processes that work in practice, not just on paper



“ What people think about Processes:

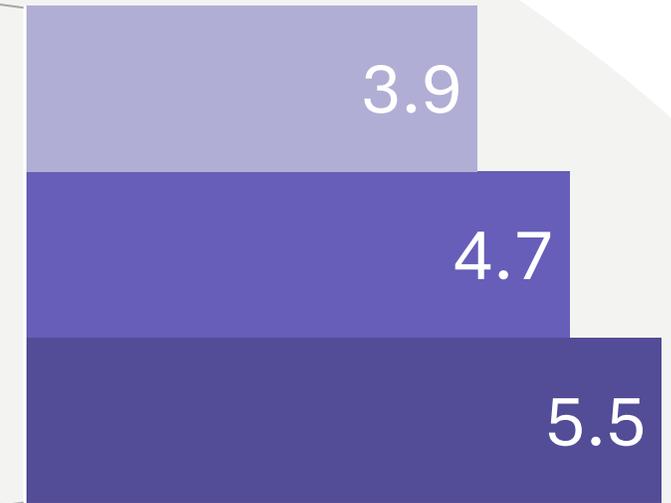
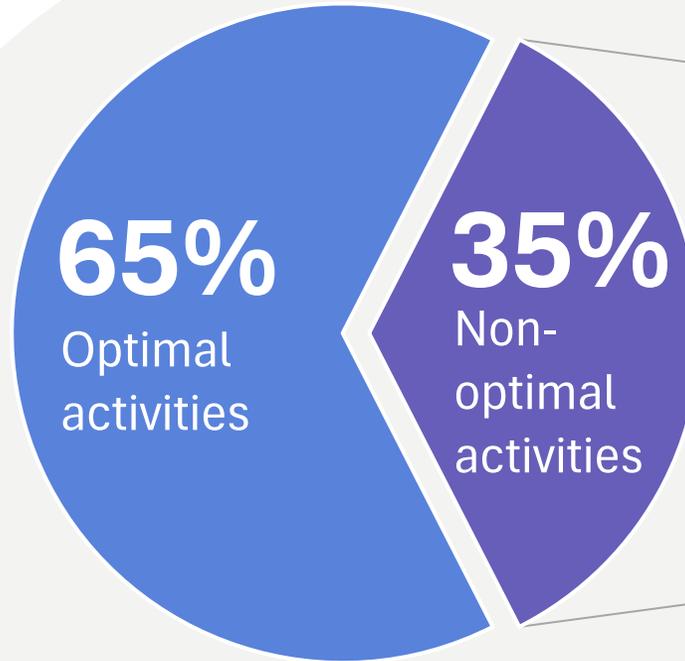
Misaligned Effort



On average **52%**
of all rework globally is caused by
poor data and miscommunication

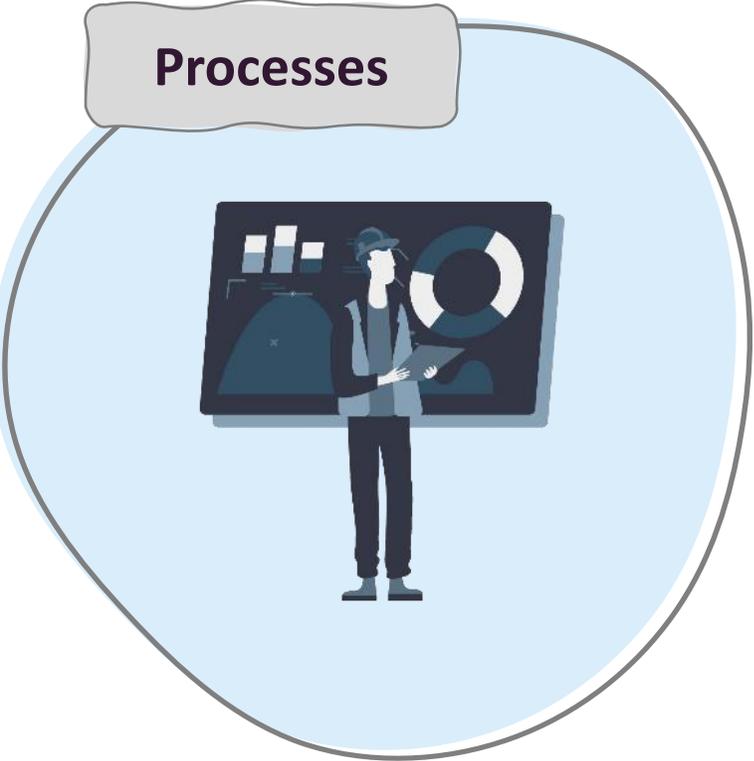
Journey to High Performing Teams Processes

Spent Time Hours/week



- Dealing with mistakes/rework
- Conflict Resolution
- Looking for project/data information

Processes



Why ?

P3M & PMO Recommendations

GOALS

Priorities

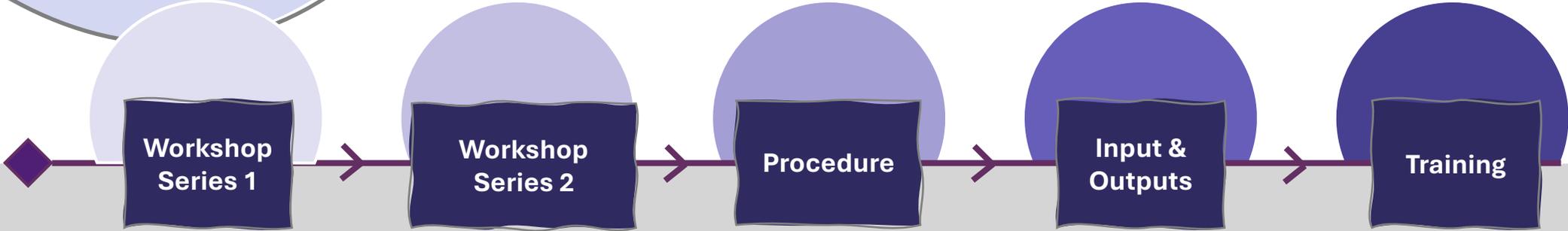
What ?

Processes & Procedures

How ?

Processes

Approach

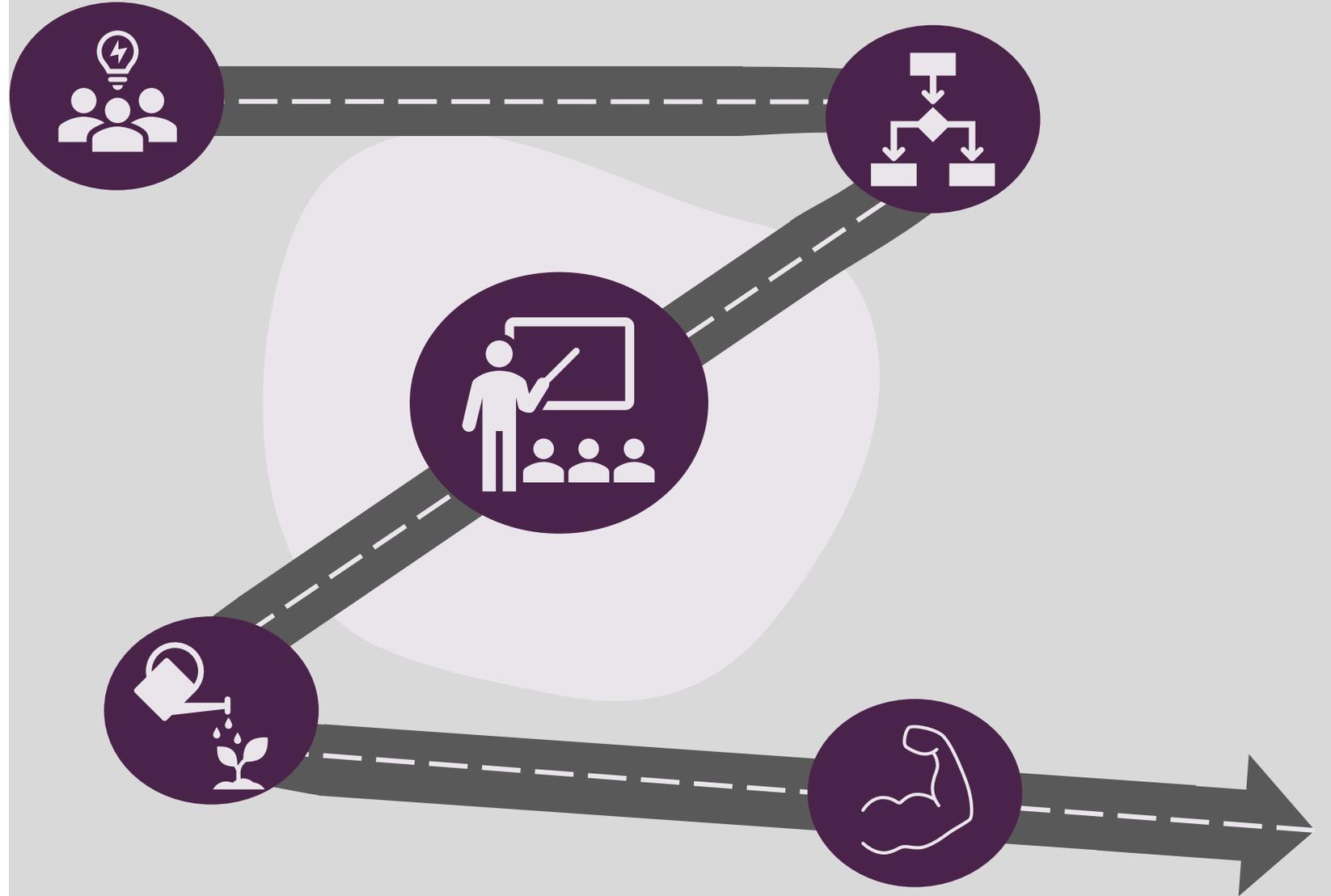


Nothing is so painful to the human mind as a great and sudden change.
Mary Shelley

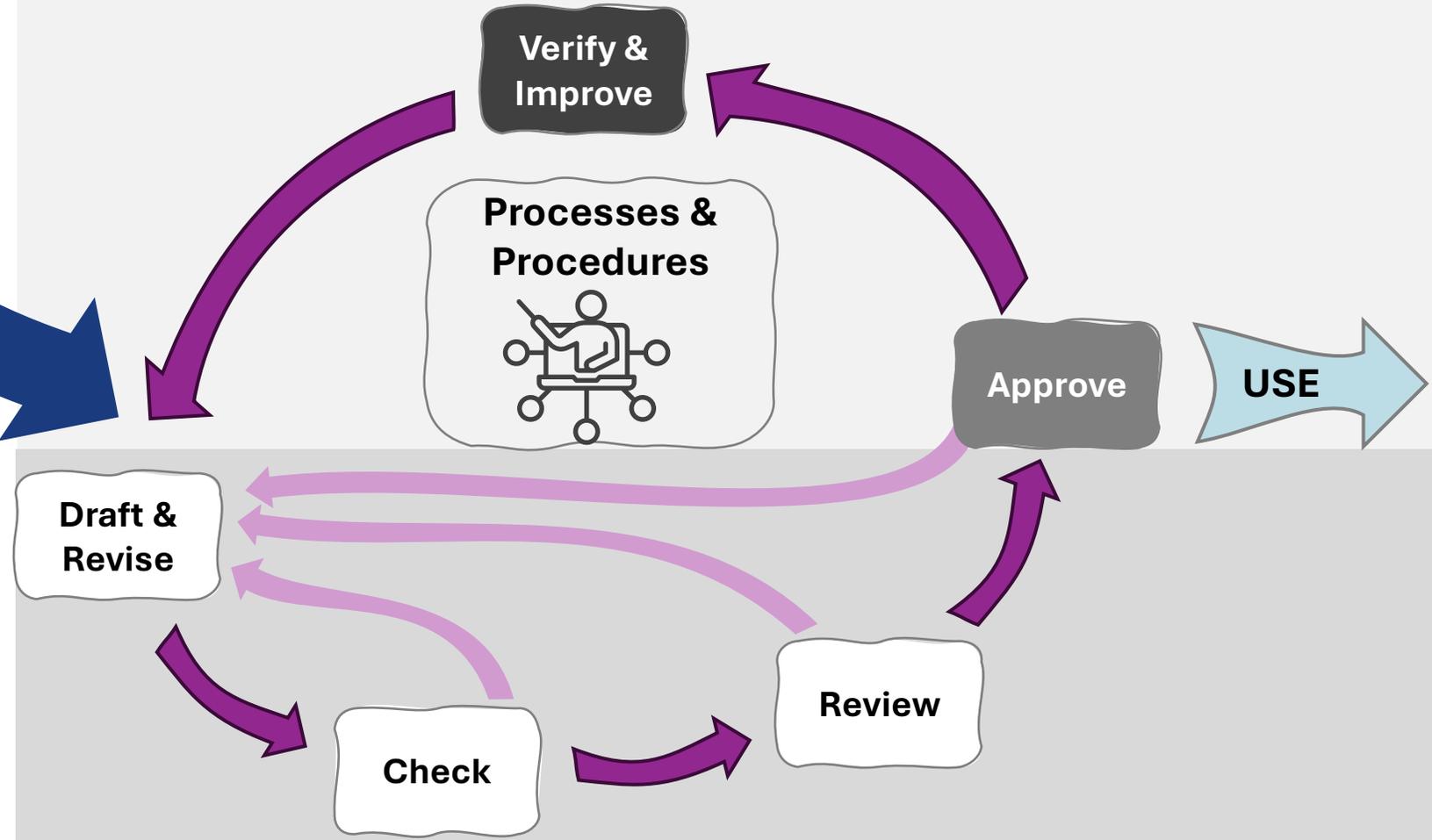
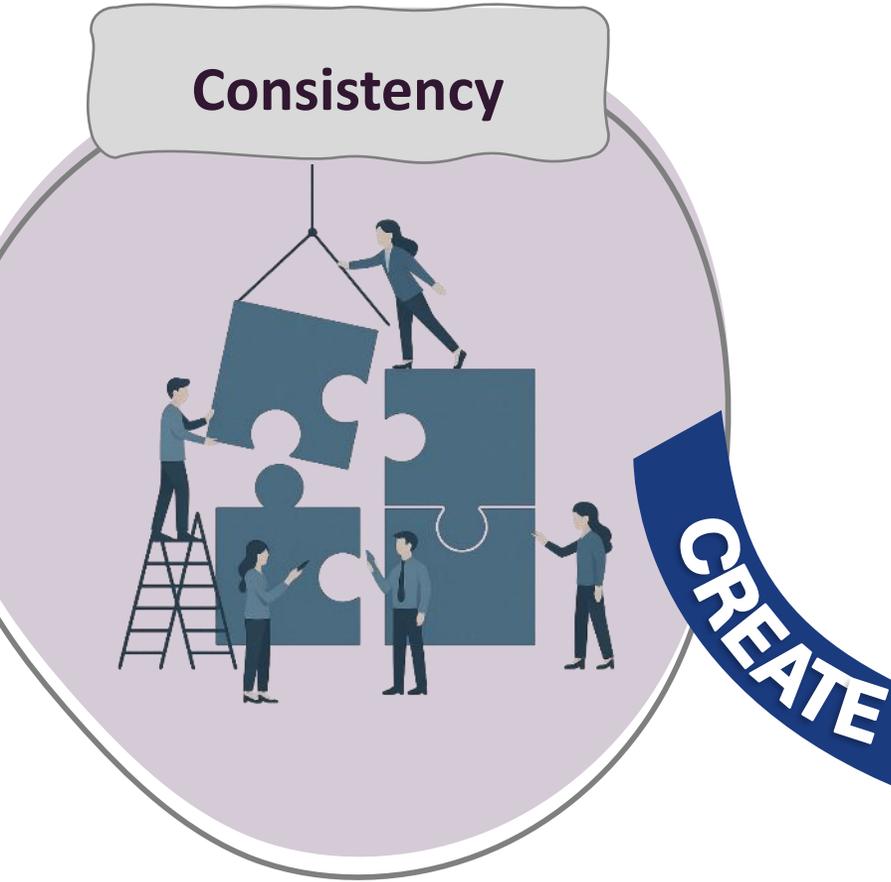
Training



Journey to High Performing Teams Processes



Processes



Misaligned Effort



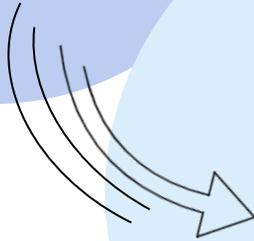
Misaligned Effort



??



Processes



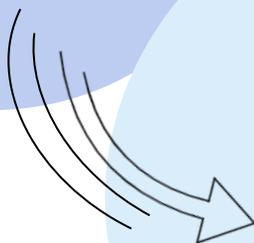
Misaligned Effort



Approach



Processes



Misaligned Effort



Approach



Processes



Training



Misaligned Effort



Approach



Processes



Training



Consistency



Journey to High Performing Processes



Misaligned Effort

An illustration of a woman in a business suit blindfolded with a white cloth, holding a bow and arrow. She is aiming at a target on a stand. A speech bubble with two question marks is above her head, indicating confusion or lack of direction.

Approach

An illustration of two construction workers in hard hats and work clothes. One worker is standing on a stack of bricks, and the other is holding a tablet, possibly reviewing plans or measurements.

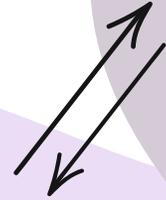
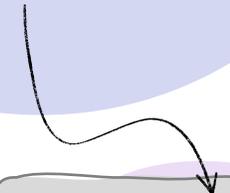
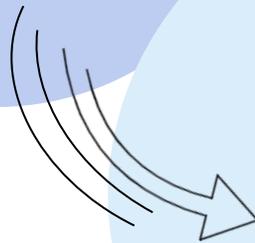
Processes

An illustration of a person in a business suit standing next to a large digital screen. The screen displays various data visualizations, including a bar chart, a pie chart, and a line graph.

Training

An illustration of two business professionals, a woman and a man, standing in front of a large screen. The screen shows a data presentation with charts and graphs. The woman is pointing at the screen, and the man is looking at it attentively.

Consistency

An illustration of four business professionals working together to assemble large puzzle pieces. One person is on a ladder, another is standing on top of a piece, and two others are on the ground, one holding a piece. The puzzle pieces are dark blue with white circular patterns.



Technology

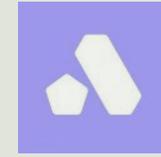
Empowering People Through Data

Digital Chaos



Journey to High Performing Teams

Technology

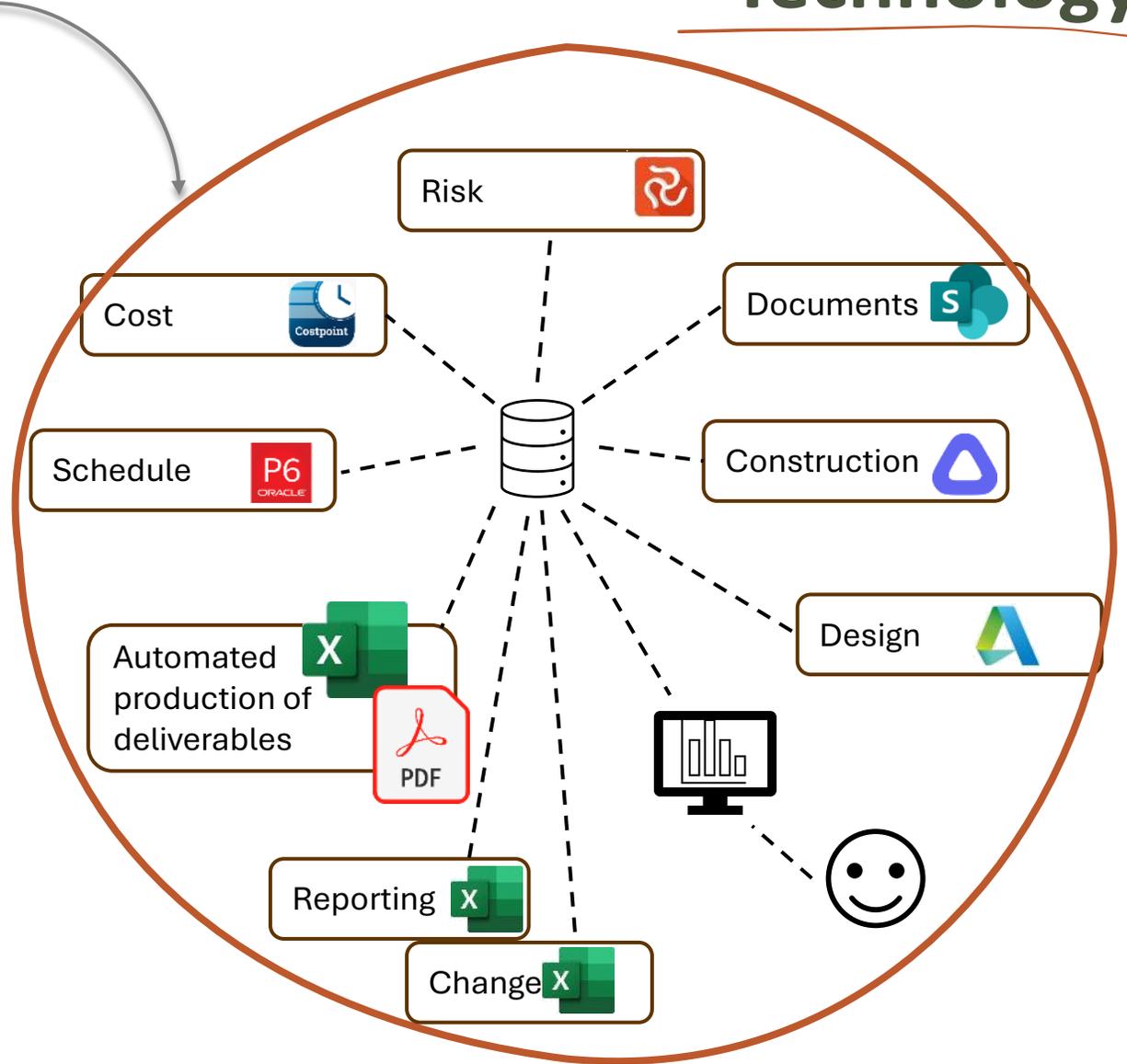
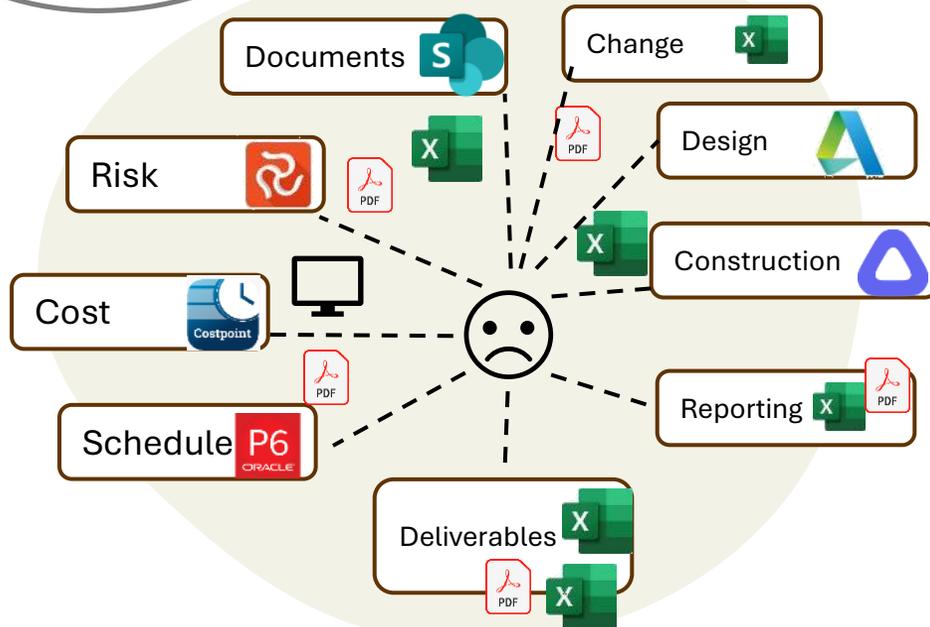


Integration



Journey to High Performing Teams

Technology



Technology

Reality



Requirements

What the stakeholders need

Level 1 - Strategic

The policy is defined as a governed requirement with common language

Level 2 - Operational

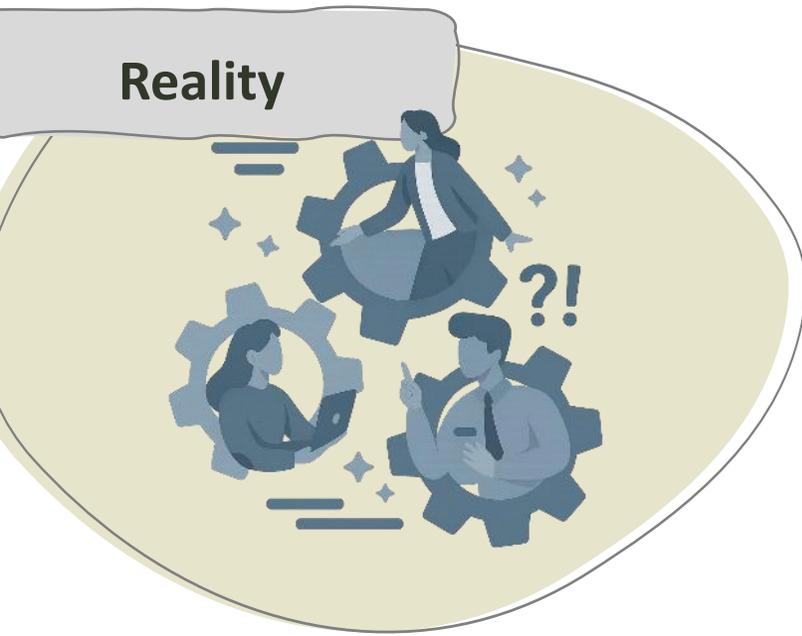
The process becomes more detailed, outlining roles, steps, and approval protocols

Level 3 - Tactical

Step-by-step guidance, tools, and templates are provided to ensure consistency

“ A common language and understanding around the subject is essential

The UK Get It Right Initiative (GIRI), referred to prevent errors in construction



Reality

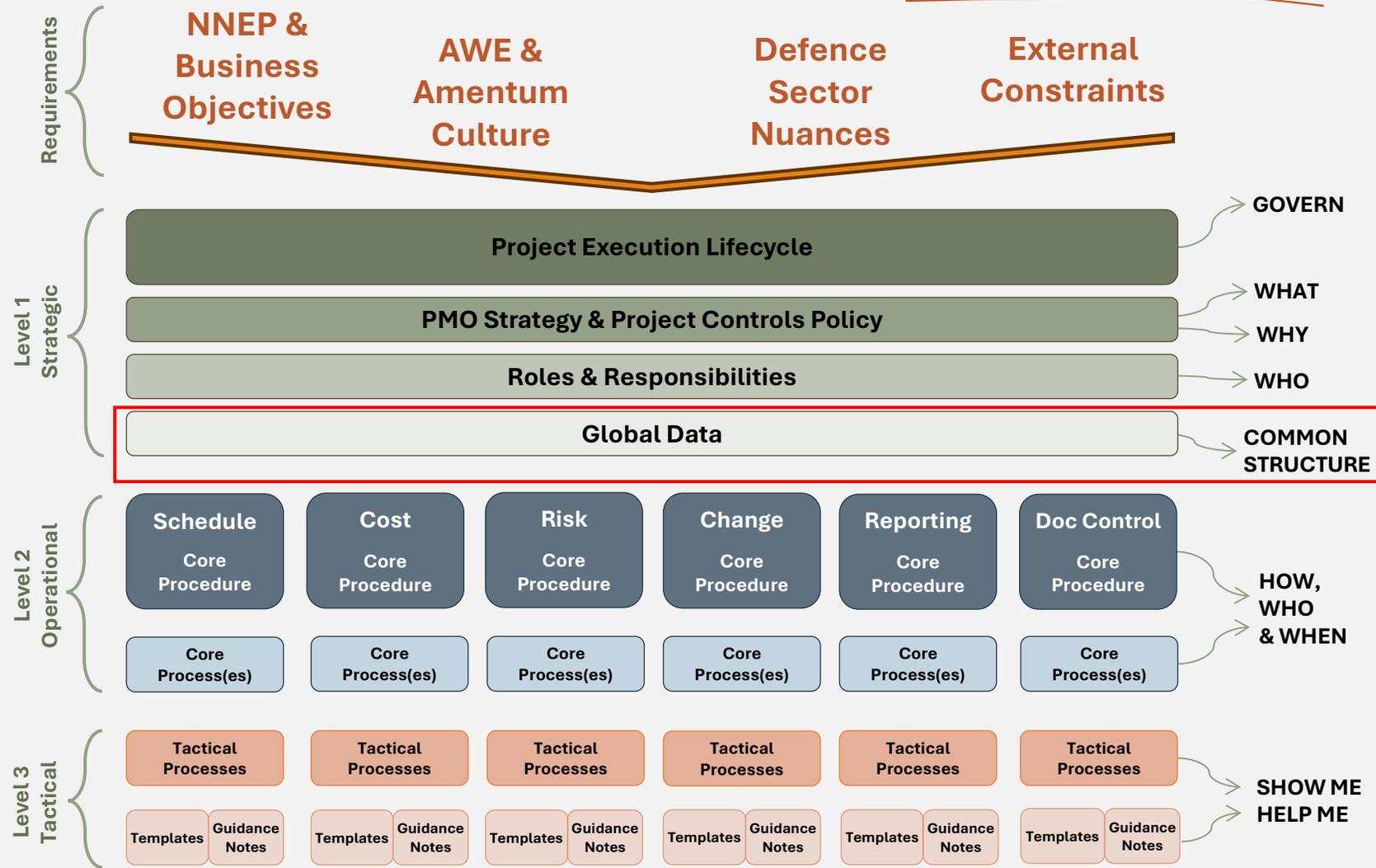


A common language and understanding around the subject is essential.

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Journey to High Performing Teams

Technology



Evolution



AACE® International, 2024

AI Adoption worldwide has increased dramatically in the past year, after years of little meaningful change

McKinsey & Company, 2024

Journey to High Performing Teams

Technology



Develop a comprehensive data strategy: C&I companies need to develop an overall data strategy - a strategy based on value generation for the company that helps support the choice of applications, infrastructure and tools

Deloitte, 2025



1/4 Of respondents say their organizations have experienced negative consequences from AI's inaccuracy

McKinsey & Company, 2024

"AI as an augmentation tool that enhances human capabilities rather than replacing them"

First Movers' Advantage: The Immediate Benefits of Adopting Generative AI For Project Management, PMI, 2024

While adoption is surging, trust and data quality remain constraints. Study shows only ~46% users trust, and boards cite rising data-quality and cyber concerns

46%
KPMG, 2025

Differences in use of AI and organizational support for AI in the construction industry



University of Melbourne, 2025

2024-25 materials highlight significant share of genAI,

Schedule Risk Analysis (AI-SRA) is used on construction projects to identify/replace high-risk activities

Digital Chaos



Digital Chaos



Integration



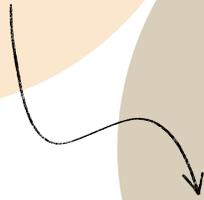
Digital Chaos



Reality



Integration



Digital Chaos



Integration



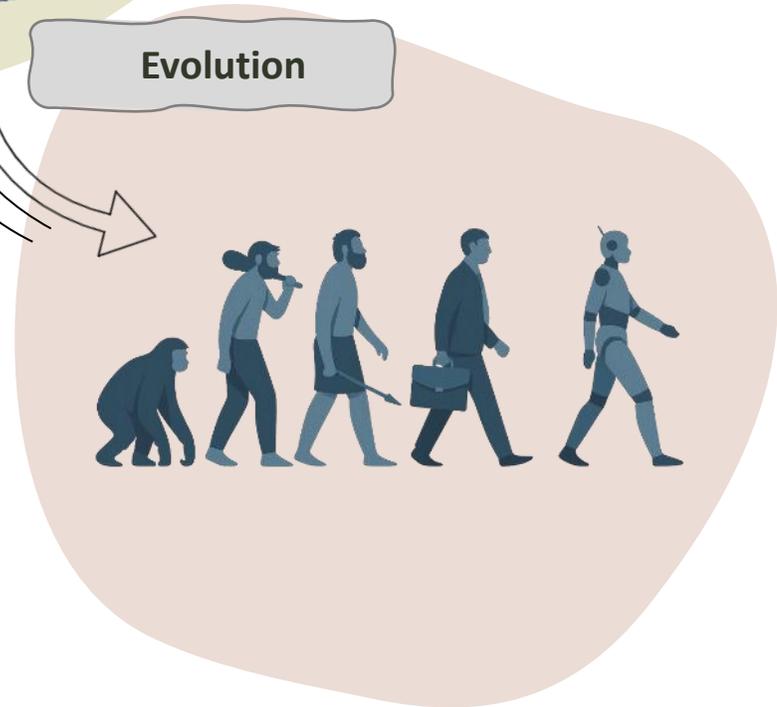
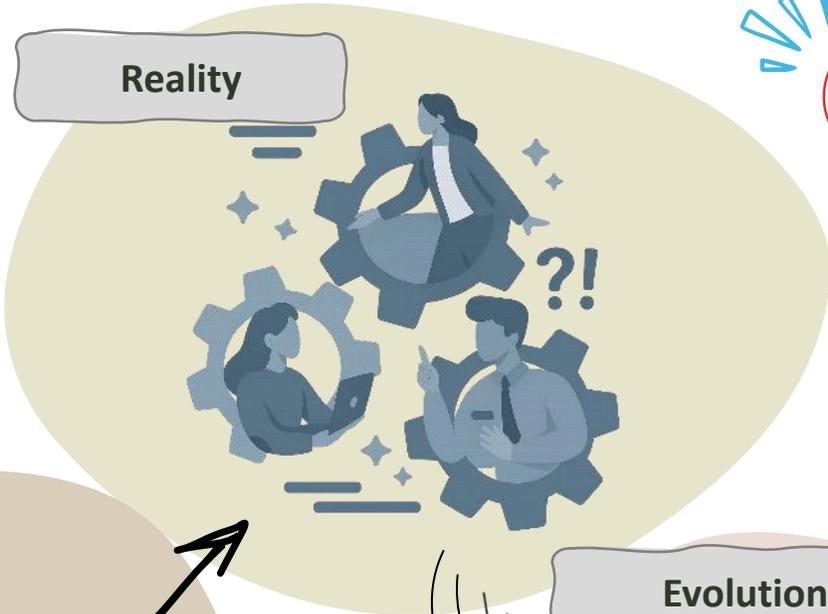
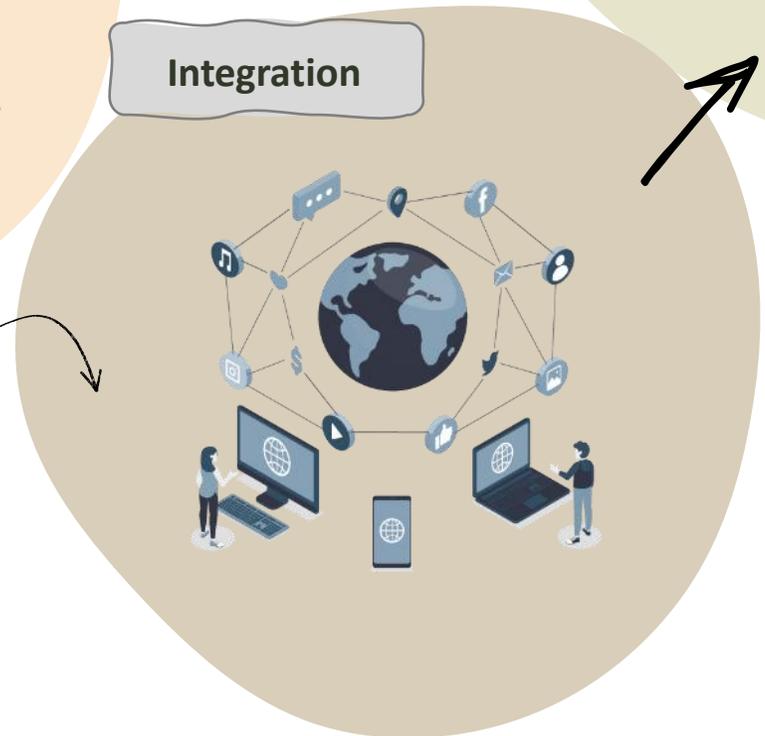
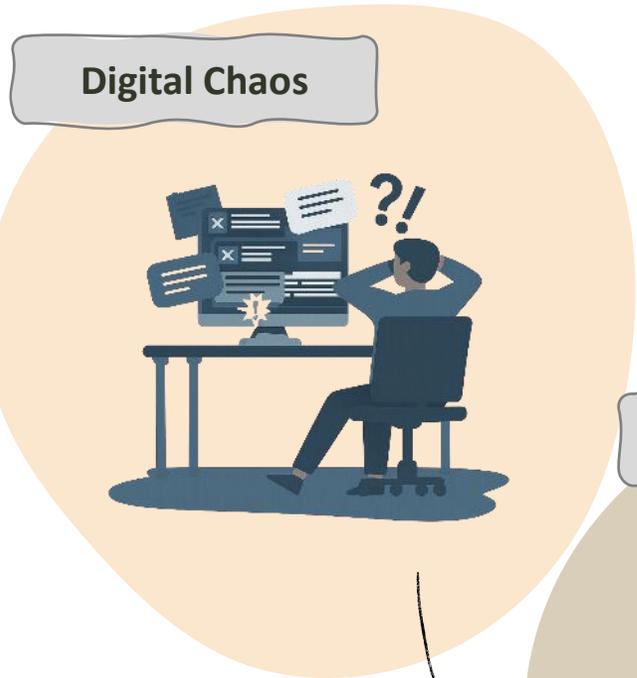
Reality



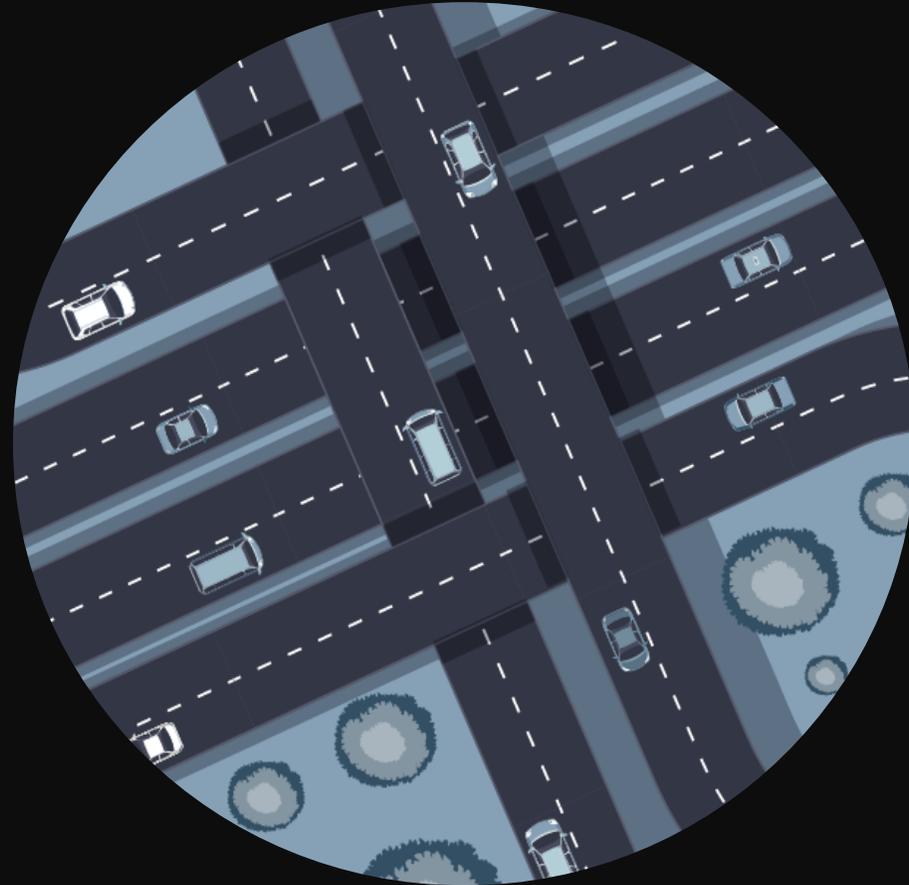
Evolution

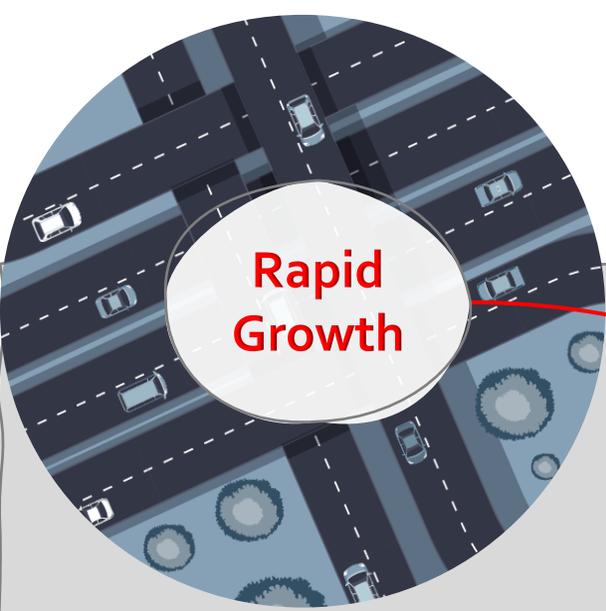


Journey to High Performing Technology



Journey to High Performing Teams





**Rapid
Growth**

Delivering while transforming

Empowering People

**Processes
Optimization**

Connecting Data

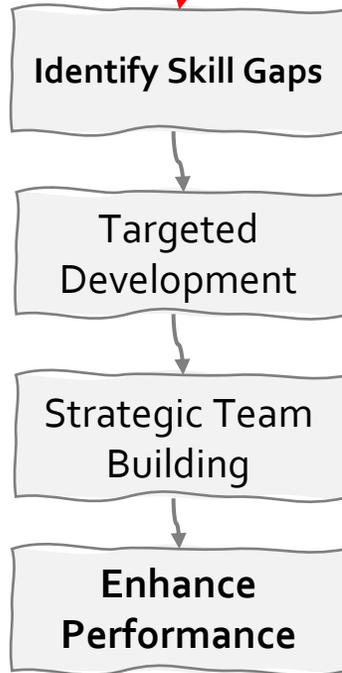
Delivering while transforming



**Empowering
People**

**Processes
Optimization**

**Connecting
Data**



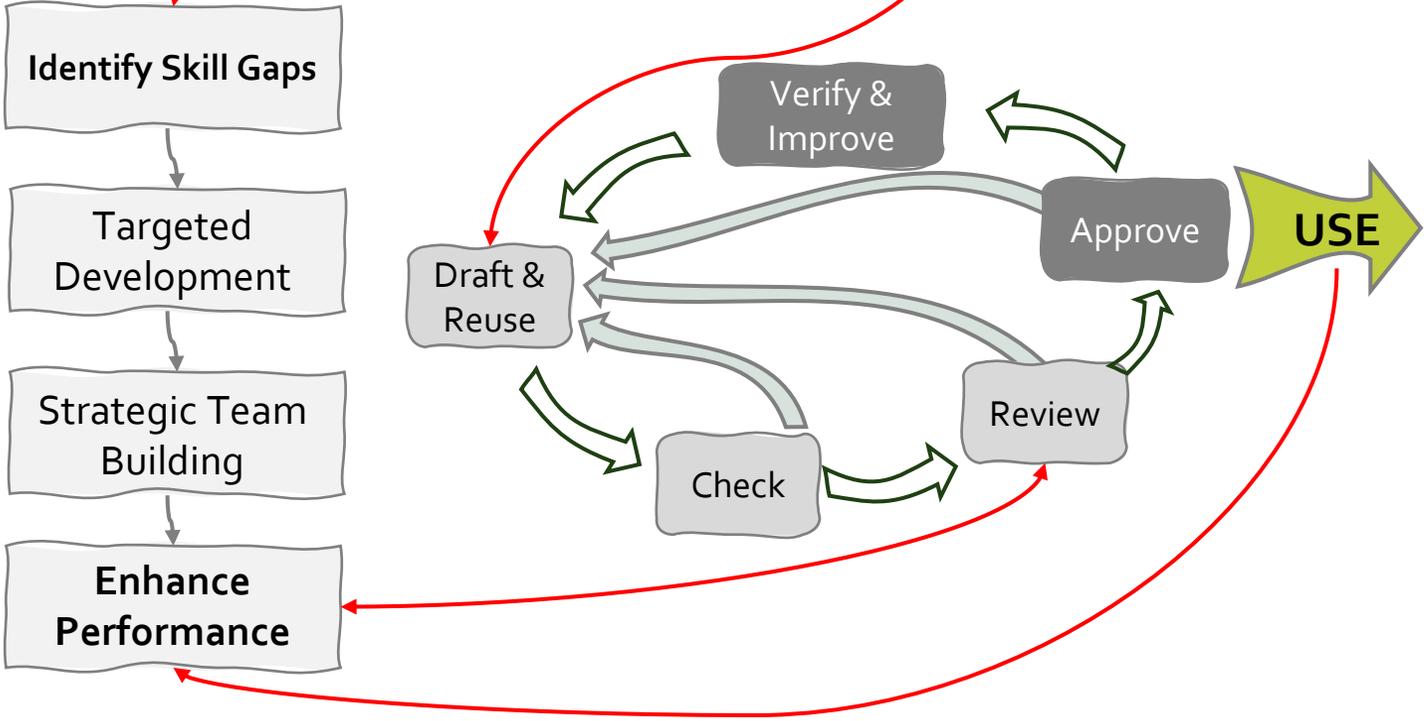


Delivering while transforming

Empowering People

Process Optimization

Connecting Data



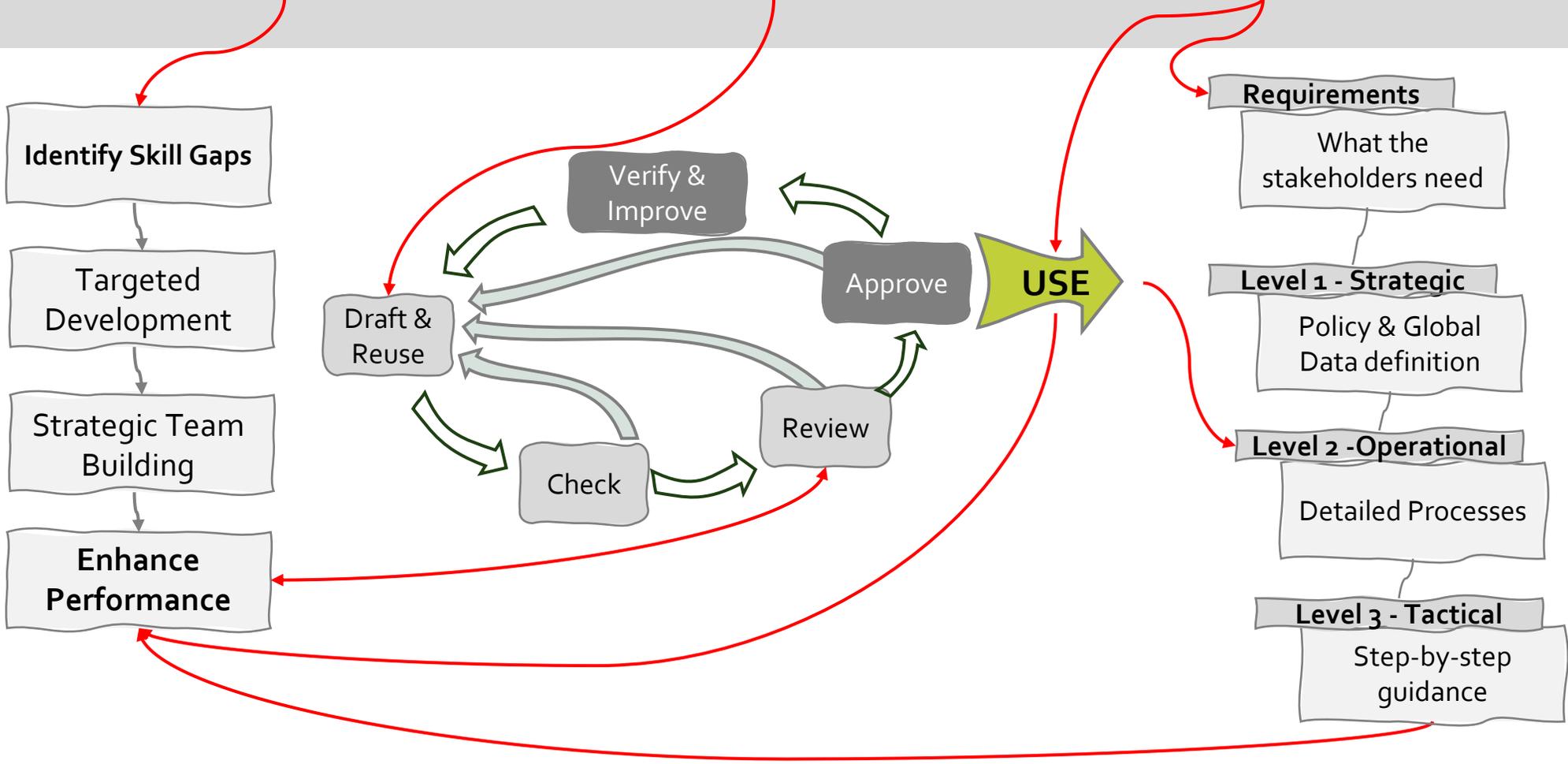


Delivering while transforming

Empowering People

Processes & Procedures

Connecting Data

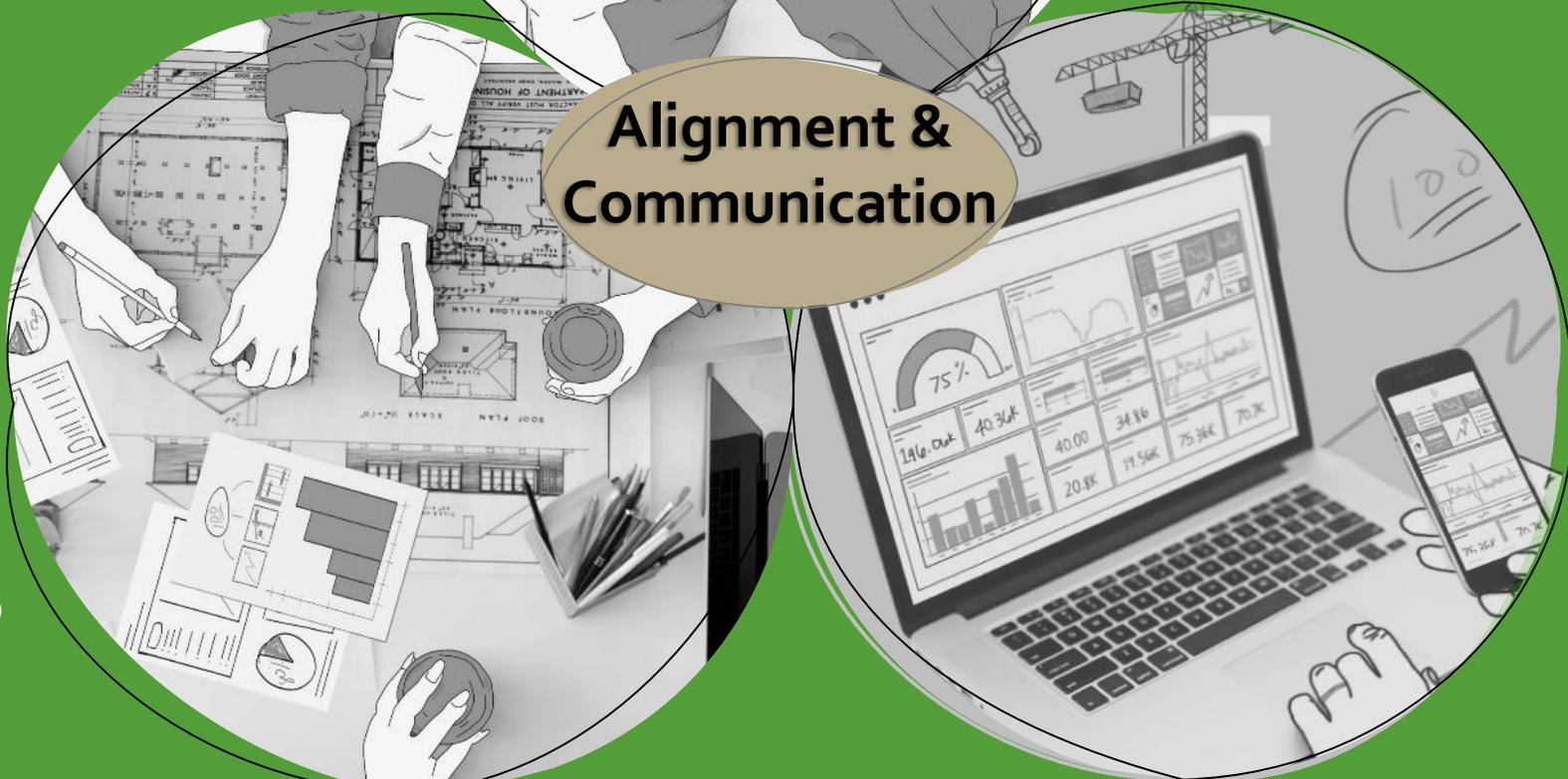


PEOPLE

The Heart of High-Performing Teams



Alignment & Communication



TECHNOLOGY
Empowering
People Through
Data

PROCESSES

Enabling People to
Flourish



Q&A

Thank you



amentum

Laminar
CLEAR. CONTROLLED. DELIVERED.

