



## Productivity Reboot: 6 Ways to Up Your Game

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TRADE SHOW EDUCATION

## This session is eligible for 1 Contact Hour.

For these hours to appear on your certificate, you must:

- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session



## Ice Breaker:

Productivity in sports - What goes into a single play in the NFL?



## Ice Breaker:

Quick NFL Stats:

- Average # of employees on an NFL Team: 3,739
- NFL roster size: 53
- NFL salary cap: \$224.8 Million
  
- # of games played per team: 17
- Average # of plays in an NFL game: 153
- Average total points per game: 43.4
- Total # of positions on a football roster: 24





## Ice Breaker

Sports teams seek to control the outcome of a game through a play book, not a rigid plan. They know that they will need to modify their game plan as the unknowns become known.



What can we learn from this and relate back to our industry?



## Ice Breaker

*Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work.*



- Vince Lombardi



## Agenda

- Industry challenges, our “Why”
- Common misconceptions with productivity
- 6 ways to up your game
- Key takeaway



## Industry Challenges, our “Why”:

- Infrastructure spending is at an all time high, injecting Trillions into new construction.
- Future demand projections are growing, yet....
- 61% of contractors say hiring is their #1 challenge
- Supply chain and material prices remain shaky.

What challenges are you facing?





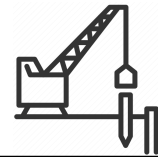
## Common Misconceptions:

- Productivity silver bullets – ‘Buy this to solve your productivity problems!’
- Working more hours = more productivity
- Multi-tasking isn’t productive
- Productivity tools themselves will slow you down
- Time management techniques are one size fits all
- Big goals will drive big change



Many contractors attack stagnant productivity tactically at a micro level. Think **BIGGER & BROADER.**

Is the business truly prepared to make an impact? Is your foundation sound? Here are 6 macro drivers.



## 1: Strategy & Objectives

**60-90%** of business strategies fail to launch

*\*Harvard Business Review*

Common Reasons:

- Lack of clarity
- Lack of accountability
- “Immovable Object” – unattainable
- “Flavor of the day” – not meaningful
- Failure to follow up
- No “Why”



## 1: Strategy & Objectives

Most organizations have a strategy, but no clear way of translating their strategy into action. Objectives & Key Results offer that clarity.



Suggested Reading:  
Measure what Matters





# 1: Strategy & Objectives

Objectives & Key Results = FACTS



**Focus**

Exceptional focus



**Alignment**

Better alignment because of transparency



**Commitment**

Achieve uncommon degree commitment



**Tracking**

Tracks progress through the course



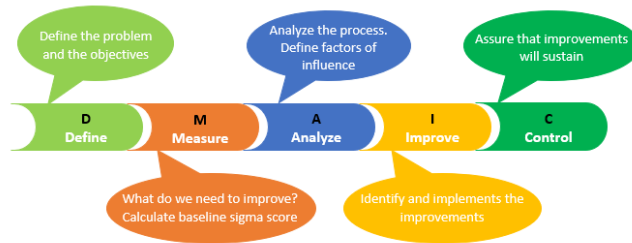
**Stretching**

Stretching OKRs within the org and across BU's in an org.



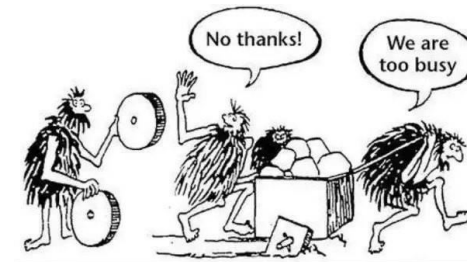
# 2: Process

DMAIC Model for Process Improvement



# 2: Process

You're only as fast as the slowest part of a process.  
On average, employees spend 8 hours a week working inefficiently!

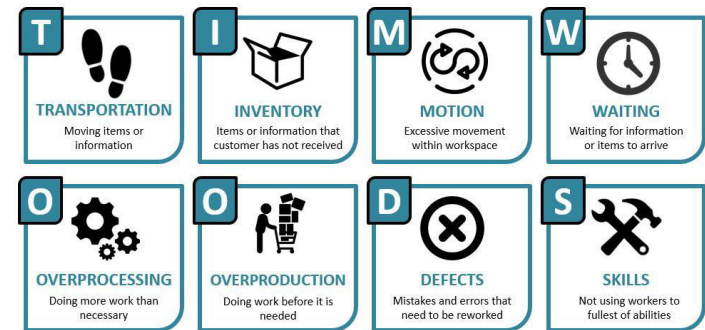


Suggested Reading:  
The Phoenix Project  
The Goal



# 2: Process

8 Wastes in LEAN – TIMWOODS





### 3: Ideation & Innovation

Ideation: the process of creating, developing and communicating ideas.

Innovation: the application of an idea into the world.



*Great minds discuss ideas, average minds discuss events, small minds discuss people.*  
~Eleanor Roosevelt

*Innovation without execution is only ideation*  
~ Gary Lyons



### 3: Ideation & Innovation

Ideation is a team sport that impacts:

- Team moral
- Creativity
- A better understanding of challenges
- Shared ownership
- The quality of ideas



Lead with problems



Involve cross functional teams



Lay down the rules



Separate ideas from evaluation



### 3: Ideation & Innovation

Innovation starts with key insights that helps challenge, reframe and inspire an idea.

Idea Execution

Ideas

Concept

Validate

Develop



### 4: Investment

On average, AEC organizations budget 1-2% of revenue on technology & innovation per year. - Gartner 2022



## 4: Investment

What does our industry look like in 3, 5, 10 years? Start placing your bets.

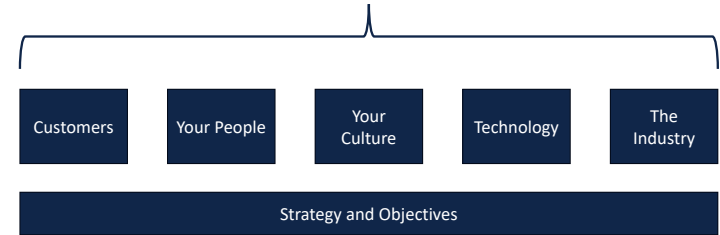


**Consider:**

- Discussing with your customers, peers, trade orgs.
- Ask your teams what they see and hear.
- Research trends
- Develop partnerships with your vendors

## 4: Investment

Areas of focus to future proof your business.



*If you aren't investing for the future, what if your competitor is?*

## What do they have in common?



## 5: Fail Fast

Making failure successful:

- Failure comes with a negative connotation, to change this, celebrate your failures and provide psychological safety!
- Experiment against assumptions
- Remove opinions from decision making discussions
- Fully understand problems before solutioning
- Create an operating rhythm around experimentation and iteration





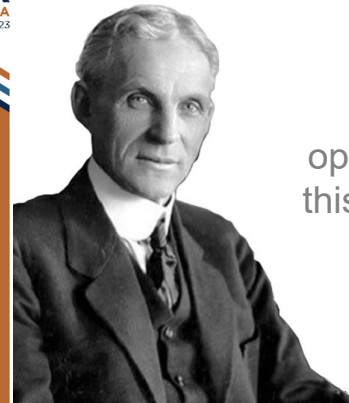
## 5: Fail Fast

Change and/or innovation is powered by rapid iteration. Rapid iteration is 'compound interest' for your business vs. the sunk cost of continuing to invest in something that doesn't work!

*Errors + Failures + Diversity at speed = Momentum*



## 5: Fail Fast



"Failure is simply the opportunity to begin again, this time more intelligently."



## 6: People & Culture

People:

- Essential to providing your goods/service
- Your best means of recruitment
- Are your first customer
- Give 100% to your business
- Are the face of your business



Value:

- Customer Relationships
- Innovation
- Growth/Revenue
- Brand reputation



## 6: People & Culture

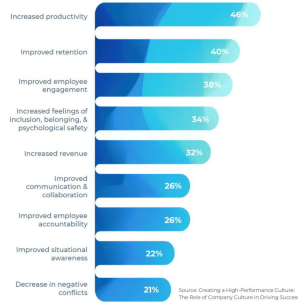




## 6: People & Culture

Corporate culture is the #1 tool to improve your productivity

### Benefits of a great culture



Source: Creating a High-Performance Culture: The Role of Company Culture in Driving Success

### Qualities of a great culture

- 1 • Alignment to company objectives
- 2 • Employee appreciation
- 3 • Trust
- 4 • Performance focused
- 5 • Integrity and transparency
- 6 • Teamwork
- 7 • Psychological safety



## Key Takeaways

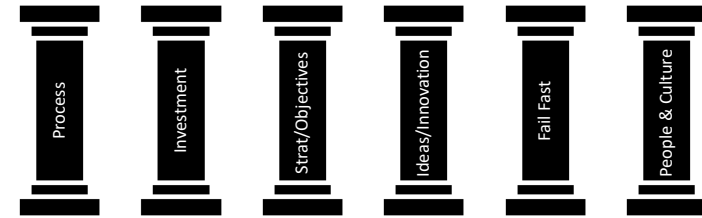
### Quick Wins:

- Double down on the impact of Culture
- Empower your employees
- Audit your processes and eliminate waste
- Create cross functional teams and point them at problems/challenges
- Make time for brainstorming
- Translate your strategy into meaningful Objectives
- Measure your progress in delivering your Objectives
- Prioritize partnerships and business relationships
- Budget and invest adequately in your future
- Remove the negative connotation in failing



## Key Takeaways

There isn't one thing that will make you more productive, rather many things. Making our industry more productive will be a journey, one worth the investment. The built world requires it.



Our people, your culture, will be the drivers in improving process and managing change. The organization is responsible for investing in innovation and setting clear objectives.



## Questions?





# Complete the Online Evaluation

