

BygSol - Collaboration and Learning in Construction



Creating a culture of Collaboration and life-long learning on the building site

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Participants

- Management committee
 - the Contractors Association,
 - the Construction Workers' Trade Union,
 - the Danish Association of Constructing Managers
 - the Danish Technological Institute.
- A number of clients as well as industry participants
- the Technical Universities
- a number of training centers throughout Denmark
- international network of expert advisors
 - for inspiration, advice and sharing new ideas.
- Secretary
 - The Danish Technological Institute



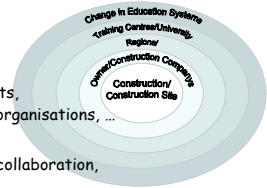
Program areas

- Partnering
- Strategic Partnering within the Construction Team
- Construction Management as Leadership
- **Collaboration and Learning**
 - Collaboration cross trades are needed to make the construction process a shared project and it creates a better work environment on site
- Quality and Safety.

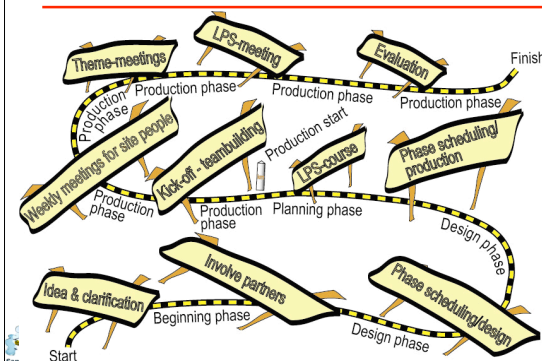


Implementation - How in praxis?

- **3 levels of implementation**
 - Networks (2)
 - Companies (7)
 - Construction projects (14)
- **BygSol players**
 - Processconsultants, Consultants, Training centres, Companies, organisations, ...
- **Roles in BygSol**
 - To initiate learning through collaboration, communication and reflection
 - To create the frames for doing this
 - coaching and asking right questions
 - Set focus at needs and wishes for those involved in the project
 - To be a part of the team - involved in the process - not in the project



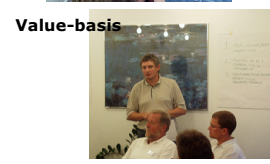
Elements in the new Construction process



Example - Teambuilding in training courses

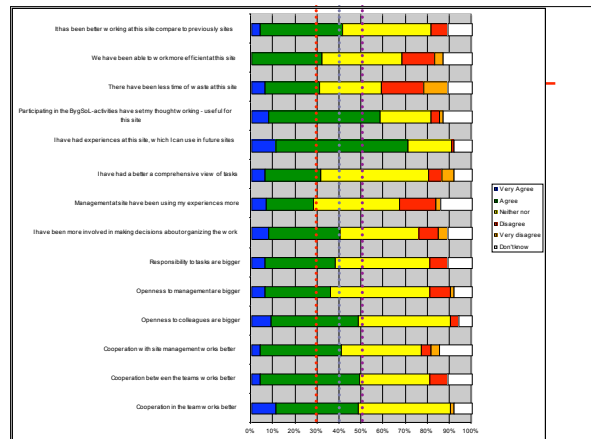


Creativity - cooperation

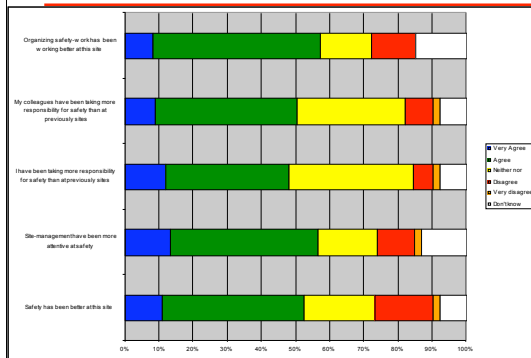


Exampel - weekly meeting

- Purpose:
 - To develop and maintain a high teamspirit among the participants
 - To strength on the communication cross the trades
 - To ensure a construction proces without accidents
 - To prevent errors
 - To optimize productivity
 - To collect every workers need for supplementary training



Results about Safety



5 greatest Challenges

- It's too expensive!
 - 3%!? (1 hour/week)
- Learn employees actively share their experiences
 - Give space and trust to others
- Middlemanagers have to make room/space for workers
 - Get the process going
- get Training Centres to understand the needs
 - Vocational training
- Worring about "this new thing" - hereby responsibility
 - The "god" story

