

Resource type: external

Alliancing Best Practice in Infrastructure Delivery - Section 2.1 Behavioural Characteristics. Alliancing Best Practice in Infrastructure Delivery Appendix A - Behaviour Actions Checklist.

Successful alliances will have an in depth understanding of the behaviours needed to deliver the client's business requirements (or outcomes). An emphasis on behaviours is not soft and vague, it is performance focused and highly aligned with business requirements. Behavioural assessments are increasingly being used by infrastructure clients in partner selection - placing an early emphasis on behaviours.

[Alliancing Best Practice in Infrastructure Delivery](#) report Appendix A provides a detailed Behavioural Actions Check List to help projects set up in the correct way and monitor their behaviours going forward. A summary version can be found below.

Behavioural Actions

In compiling this document the following list of actions has been identified. It provides a starting point for establishing the right behavioural emphasis in an alliance:

- Identify the corporate and individual behaviours that will deliver success and make them an explicit part of the overall delivery strategy.
- Embed behavioural assessment in the partner selection process at a weighting that makes it an important contributor to determining future partners.
- Embed behavioural assessment in the selection of individuals for key roles, including key client positions.
- Establish an initial commercial model that rewards the right behaviours and be prepared to review and adapt the model as necessary to continue to encourage these behaviours.
- Ensure joint and widespread communication of the commercial model – so creating the right behaviours across all parts of the organisation; including client, partners and supply chain.
- Ensure the alignment of partner, team and individual goals so that responses to challenge are collective and collaborative.
- Set up individual and team programmes that develop, support and encourage collaboration.
- Establish a culture in which innovation is encouraged and welcomed.
- Establish a learning process to ensure that lessons from innovation are embedded in the organisation.
- Create a programme to support integrated teams in self assessment and improvement.
- Ensure performance information is highly visible to the integrated teams to allow them to drive continuous improvement.