

Building High Productive and Cohesive PM Team By: Jennifer Ouyang May 01, 2017



Highlights

- Vision and mission of PM Team
- **4** Review team competence
- Strategies
- \rm 🕹 KPI
- 4 300 day Work Plan
- **4** 4C and 3P approach
- Leadership to success
- **4**Open Discussion



Vision of PM Team

PM Team Culture: Professional, Confident, Competent, Cohesive and Growing

- **4** Preventative Maintenance Management
- Reach Level 5 Expert Maintenance Maturity
- > Advance Process-Based work management
- Fully implement Planning and Scheduling
- **4** Energy Management
- Leading World- Class Energy Management & Carbon Reduction Best Practices
 Develop Robust Energy Performance Measurement
- **Growing Function**
- Being Hub of professional data collection, analysis and system (CMMS)
 Develop safe, sustainable, reliable PM and Energy Management System



Mission of PM Team

- Preventative Maintenance Management
- > Develop Work Management Business Process
- Standardize PM strategies
- > Optimize PM and Promote value-added PM
- Cost/benefit analysis
- Set up PM KPI and Report
- \rm Energy Management
- Develop Department Energy and Carbon Reduction Plan
- Develop roadmap and programs to implement plan
- Set up EM KPI and Report

4Growing Management

- > Risk-based Asset Lifecycle analysis
- > Predictive maintenance strategies and application
- Reliability Center Maintenance

5/01/2017



Overview of Team Competence

\rm Now

Technical

- CMMS Knowledge (strong)
- Details Oriented (strong)
- Equipment Knowledge (understanding)
- Process (understanding)
- > Ability to analysis (developing)
- Connection to Best Practices (developing)
- > PM, AM and EM (Non exposure)

People

- Passion, Collaboration , Character (strong)
- Personality (diverse)
- Competent and Commitment (medium)
- Strategic thinking (developing)
- Confidence and Communication (developing)
- Self esteem (developing)



Overview of Team Competence

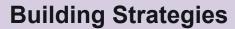
4 Coming soon: Promote growing for everybody

Enhance Technical by mentoring, training (internal, external, and self learning)

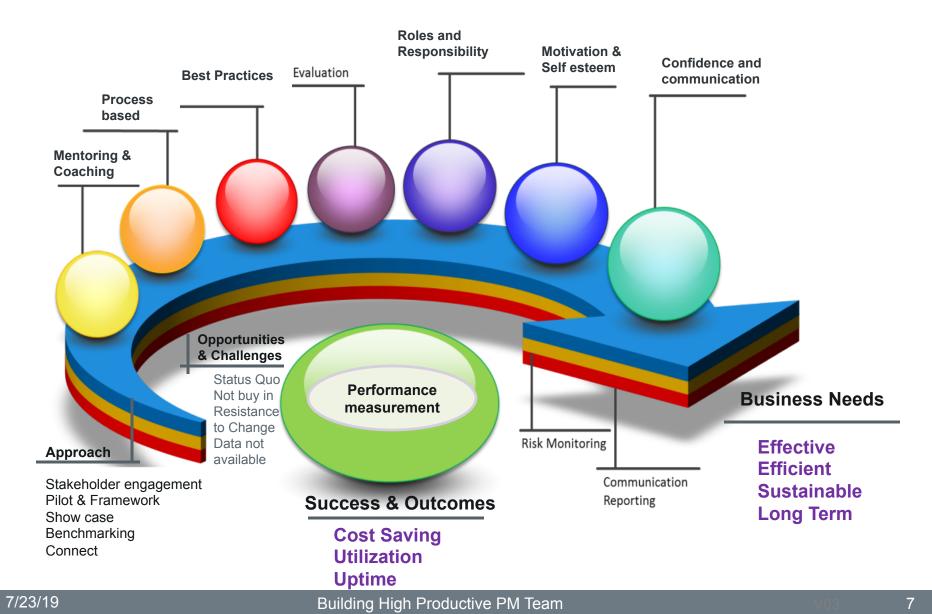
- Enhance Equipment Knowledge (professional)
- Enhance Process (professional)
- > Ability to analysis (professional)
- Connection to Best Practices (professional)
- PM, AM and EM (exposure to projects)

Cohesive People by coaching, demonstration and motivation. Develop

- Strategic thinking (developing)
- Confidence and Communication (developing)
- Self esteem (developing)



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300 day Work Plan



1.0 Plan

1.1 Stakeholder Engagement1.2 Build team and Partnership1.3 Quantify Business needs1.4 Align Action Plan & Work Plan1.5 Research Benchmarks

- 1.5 Research Benchmarks
- 1.6 Showcase & Best Practices
- 1.6 Data Collection
- 1.7 Advertising

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- 1.8 Communication
- 1.9Service Satisfaction Survey

Quick Win

✓ Strengthen Relationship

✓Know where we are

200 days

2.0 Pilot

2.1 Stakeholder Participation
2.2 Review & analyze Data
2.3 Quantify Business Outcomes
2.4 Performance Measurement
2.5 Communication Plan
2.6 Facilitate Workshops
2.7 Brainstorm Framework
2.8 Calculate Risks & Register
2.9 Pilot Plan and Pilot

3.0 Roll Out

3.1 Stakeholder coordination

300 days

- 3.2 Share Lessons and Experiences
- 3.3 Consolidate & Summarize data
- 3.4 Align Needs and Outcomes
- 3.5 Improve Performance Measurement
- 3.6 Set up KPI and Targets
- 3.7 Risk Mitigation Strategy
- 3.8 Roll out Plan and Roll out
- 3.9 Monitoring the progress and
- Service Satisfaction Survey

Quick Win

- ✓ Build confidence
- ✓Know where we go

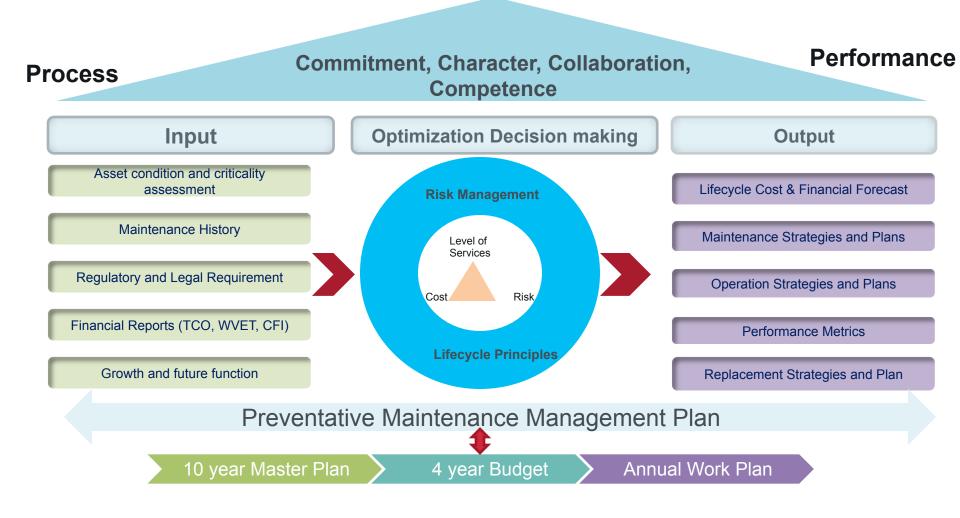
Quick Win

✓Win the trust✓Know where we arrive



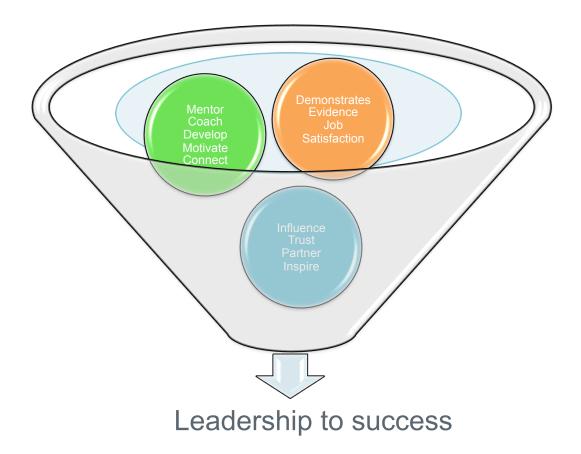
4C and 3P Approach

People





Leadership to Success





Open Discussion

