



**Peopleology**

Catalyst for People Centric Cultures

## **Collaboration:**

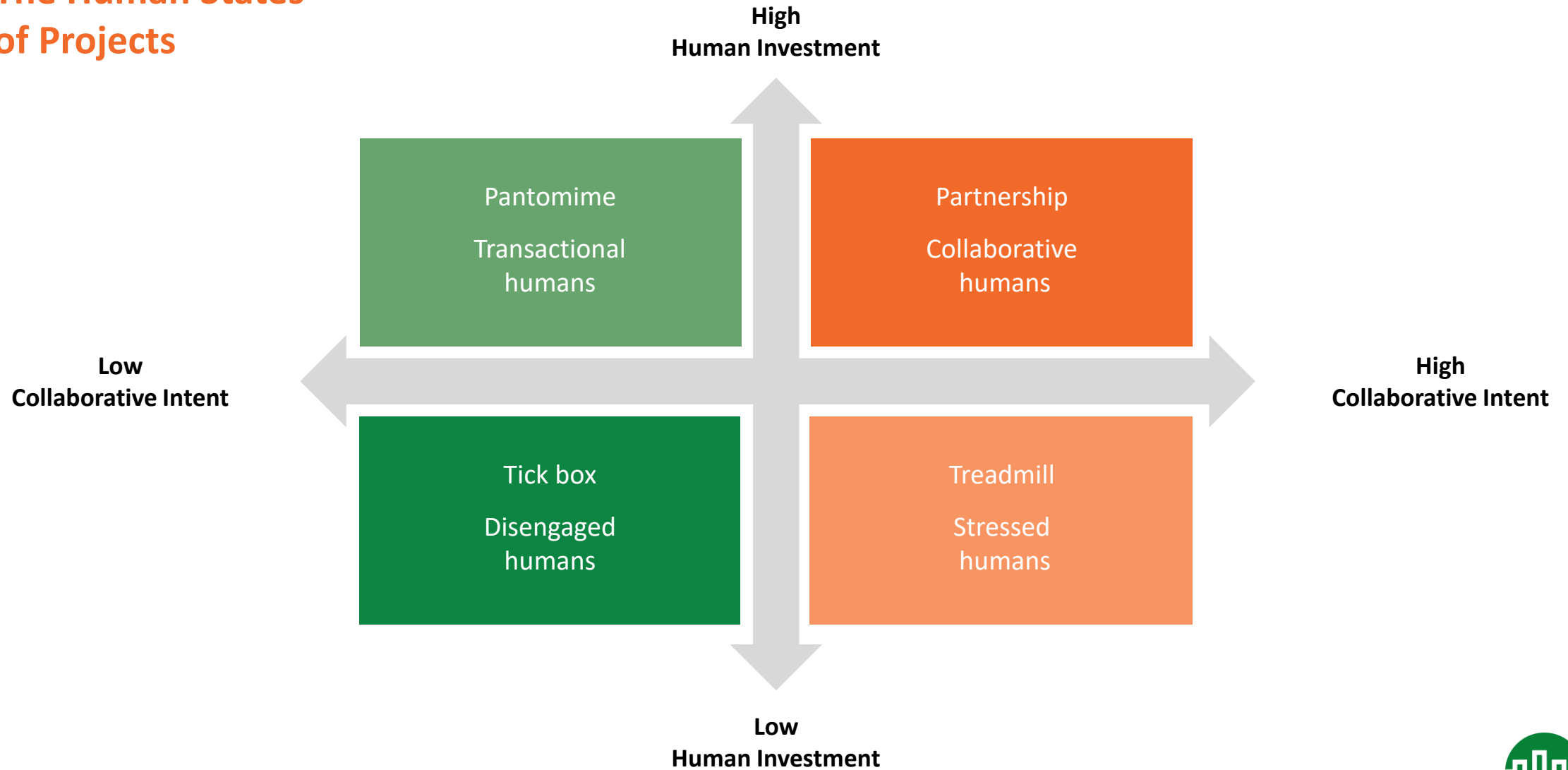
Investing in the humans required  
for infrastructure delivery

## **Human rework (noun):**

The organisational cost of repeating conversations, and relitigating decisions because shared understanding was not achieved initially.



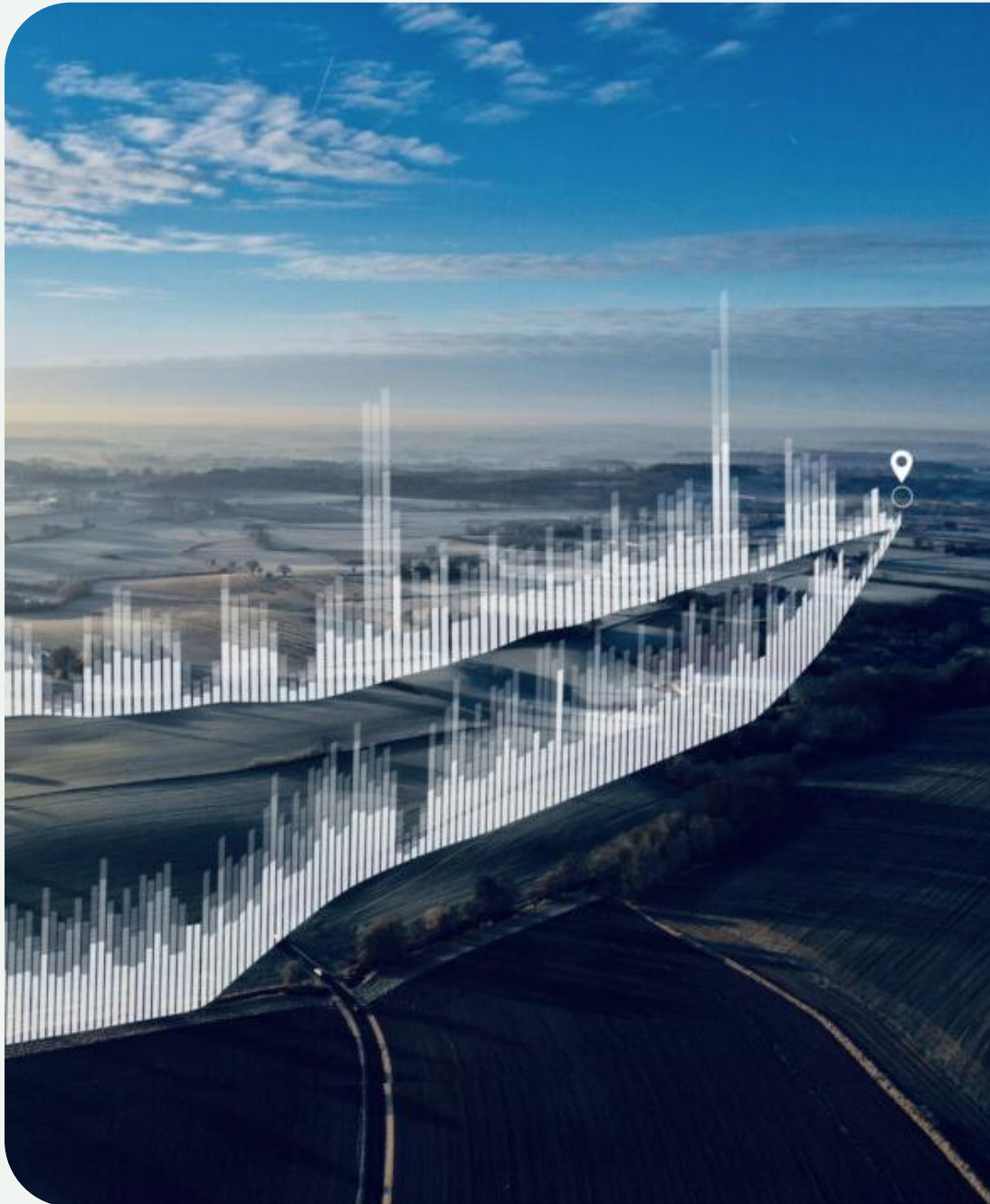
# The Human States of Projects





Where are you seeing cost pressures reduce time spent aligning on a project?





Where would the absence of **collaboration** create future cost?



## The Value of Effective Collaboration

30%

### Fewer Delays

Projects that use collaboration mechanics report 30% less delays and 15% cost savings.

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2-5%

### Cost Savings

Organisations that establish clear communication and common ground can reduce rework costs by 2-5% on large projects.

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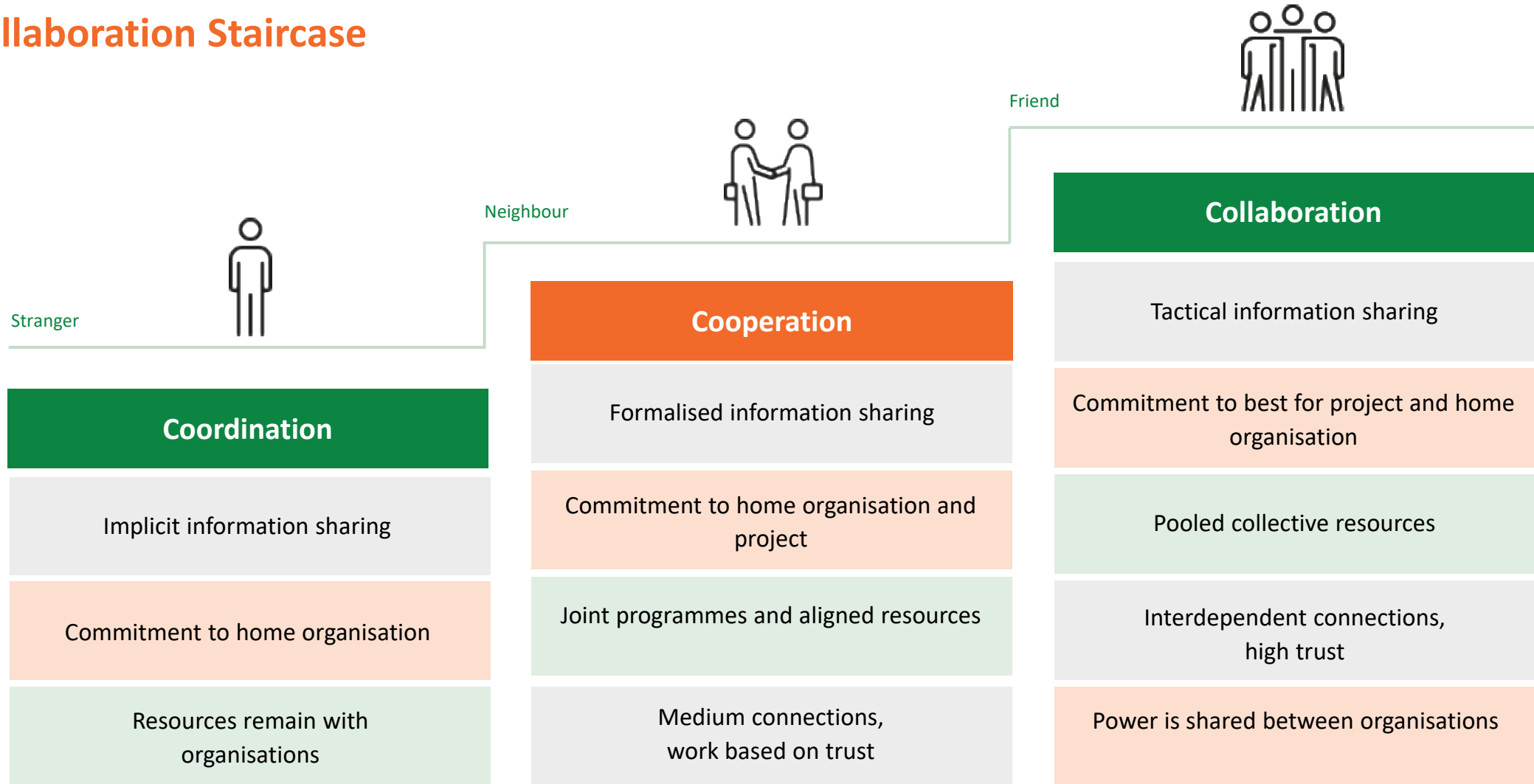
5x

### Goal Achievement

Teams with strong alignment and trust are five times more likely to hit targets.



# Collaboration Staircase

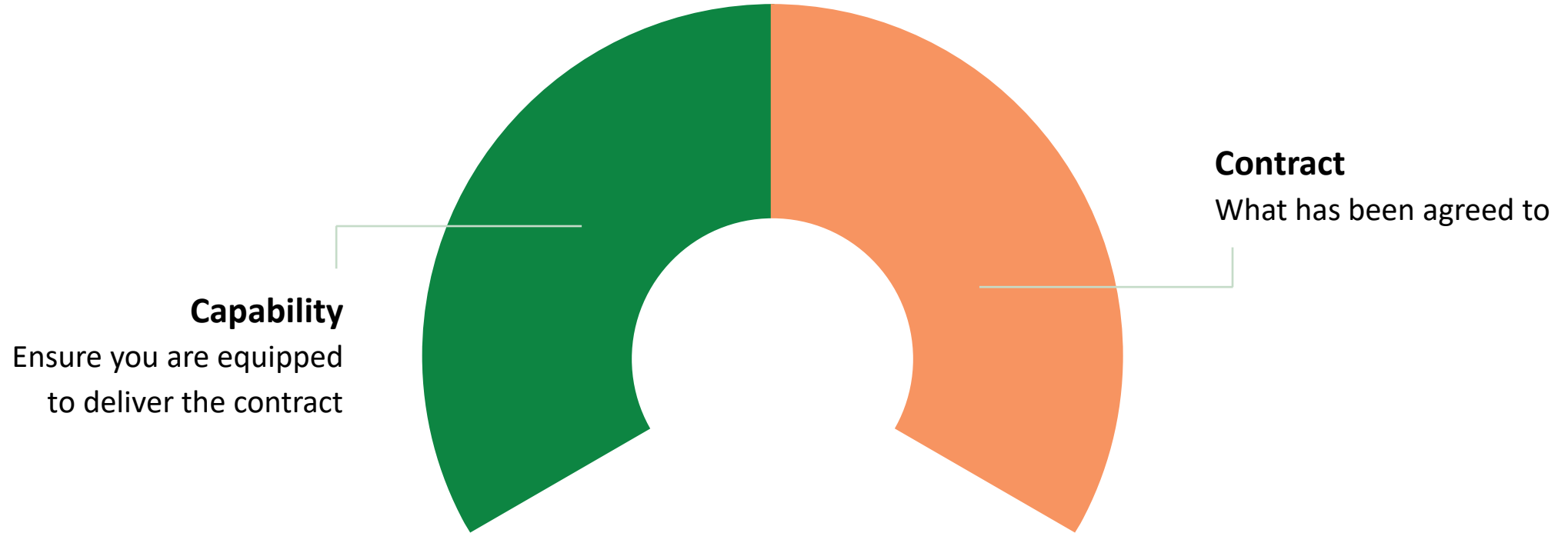


## **Co-ology (noun):**

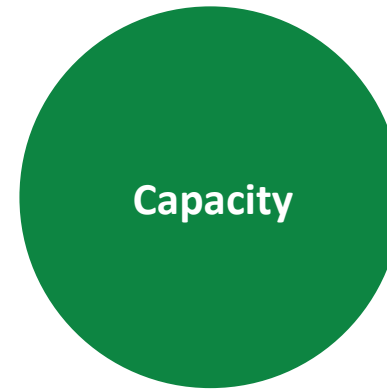
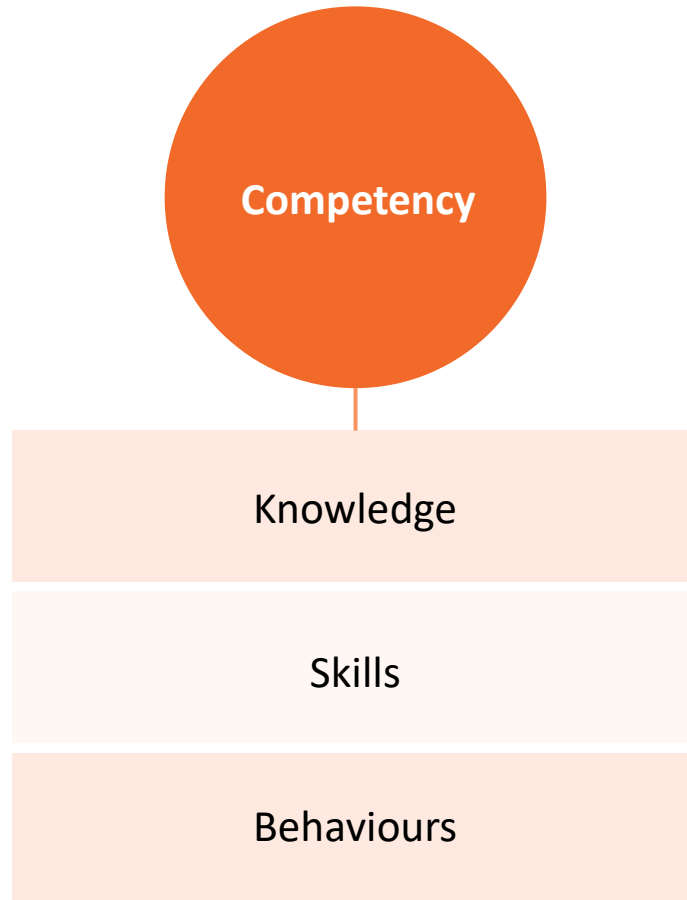
The study of what happens between people when they genuinely work together.



## Co-ology Core Elements



## Capability Equation



# What you **bring** to the room is your **competency**



## Knowledge

- Understanding contract intent (not just the clause wording)
- Knowing the risk approach
- Awareness of the client's bigger picture (wider than project scope)

## Skills

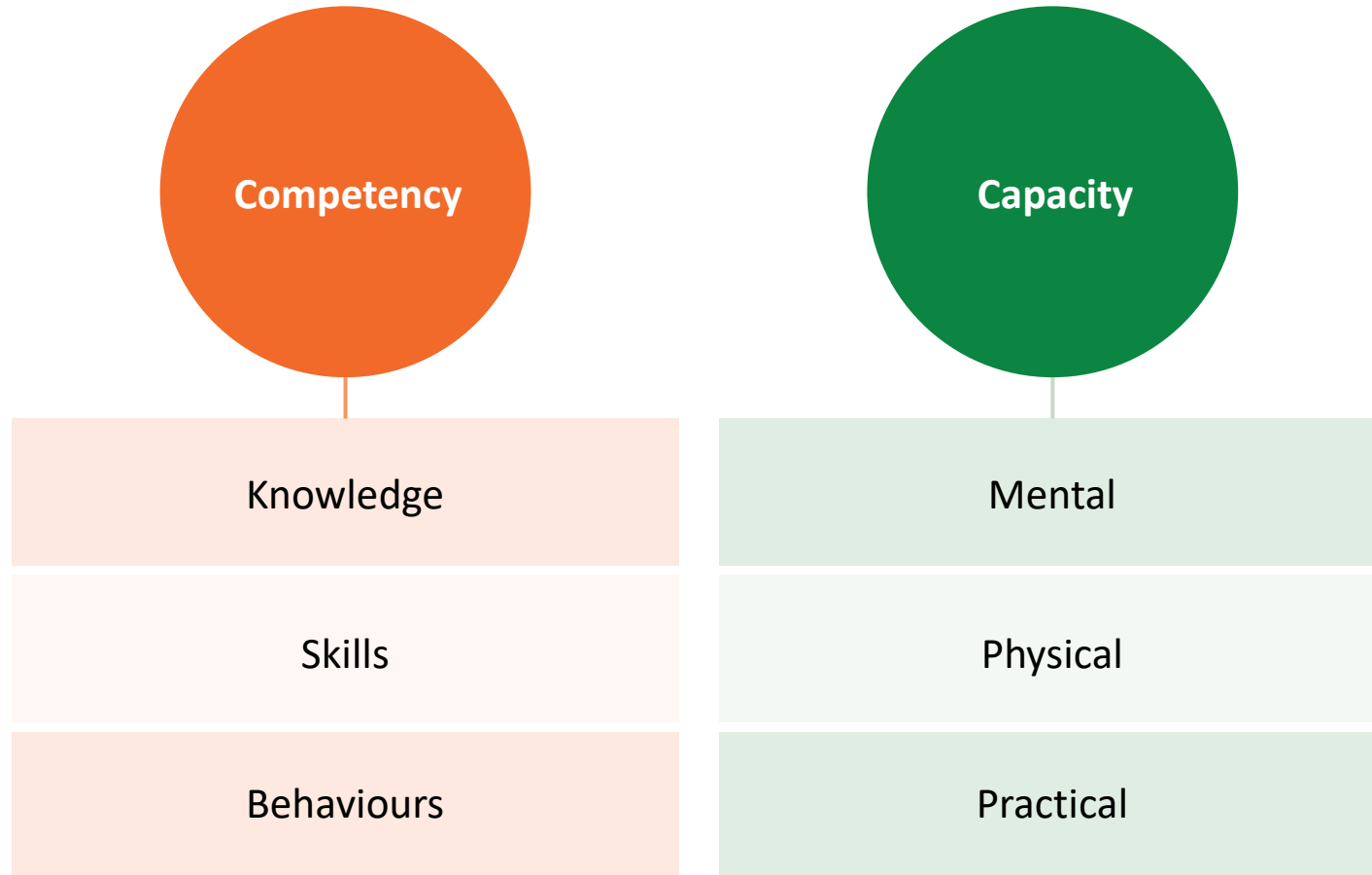
- Facilitating multi-party problem-solving conversations
- Writing clear, decision-ready inputs for governance
- Reading the room to spot misalignment before it escalates

## Behaviour

- Raising issues early, not waiting for the perfect answer
- Supporting joint decisions
- Actively seeking out feedback from other disciplines



# Capability Equation



## Your ability to **regulate, adapt and respond** in the moment is your **capacity**



### Mental

- Holding competing perspectives without rushing to a resolution
- Prioritising what's important vs. urgent in high-stakes situations
- Staying focused in noisy, unclear environments



### Emotional

- Managing your own reactivity when challenged
- Staying open and curious even when things feel political
- Navigating disappointment or frustration without blame

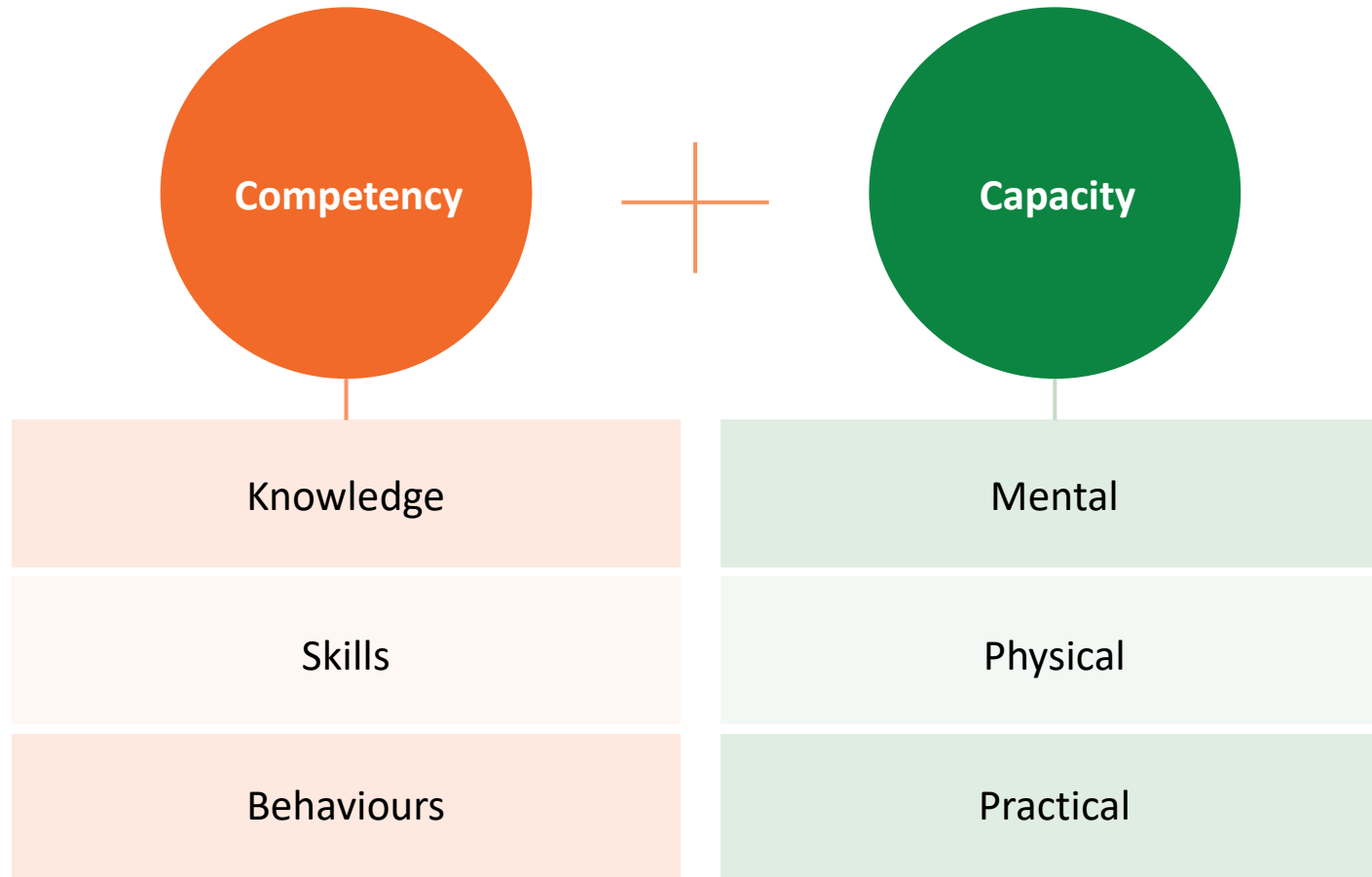


### Practical

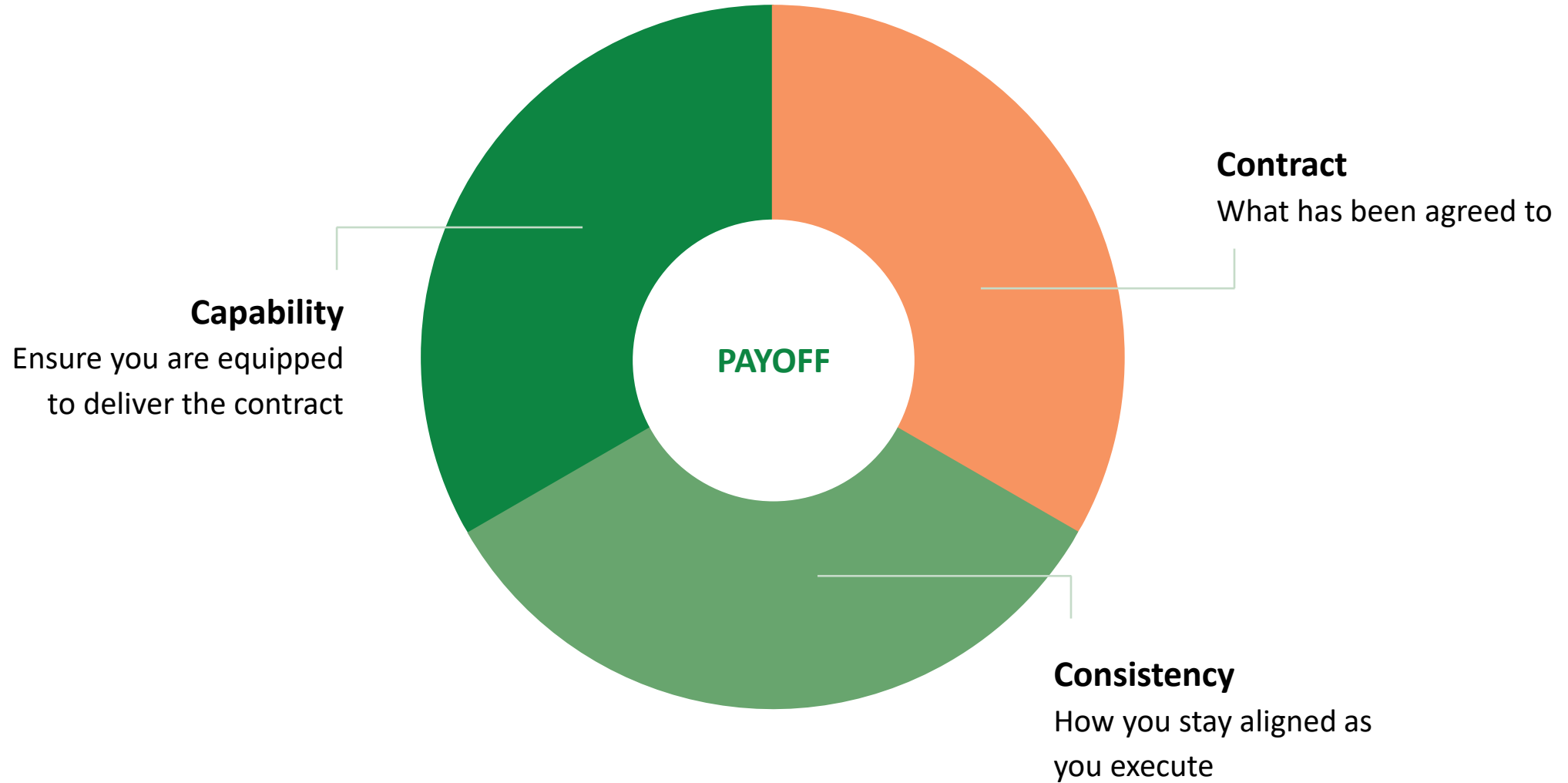
- Having the physical availability to do the role
- Switching roles/responsibilities without a lack of momentum
- Recognising your stress triggers and managing your baseline



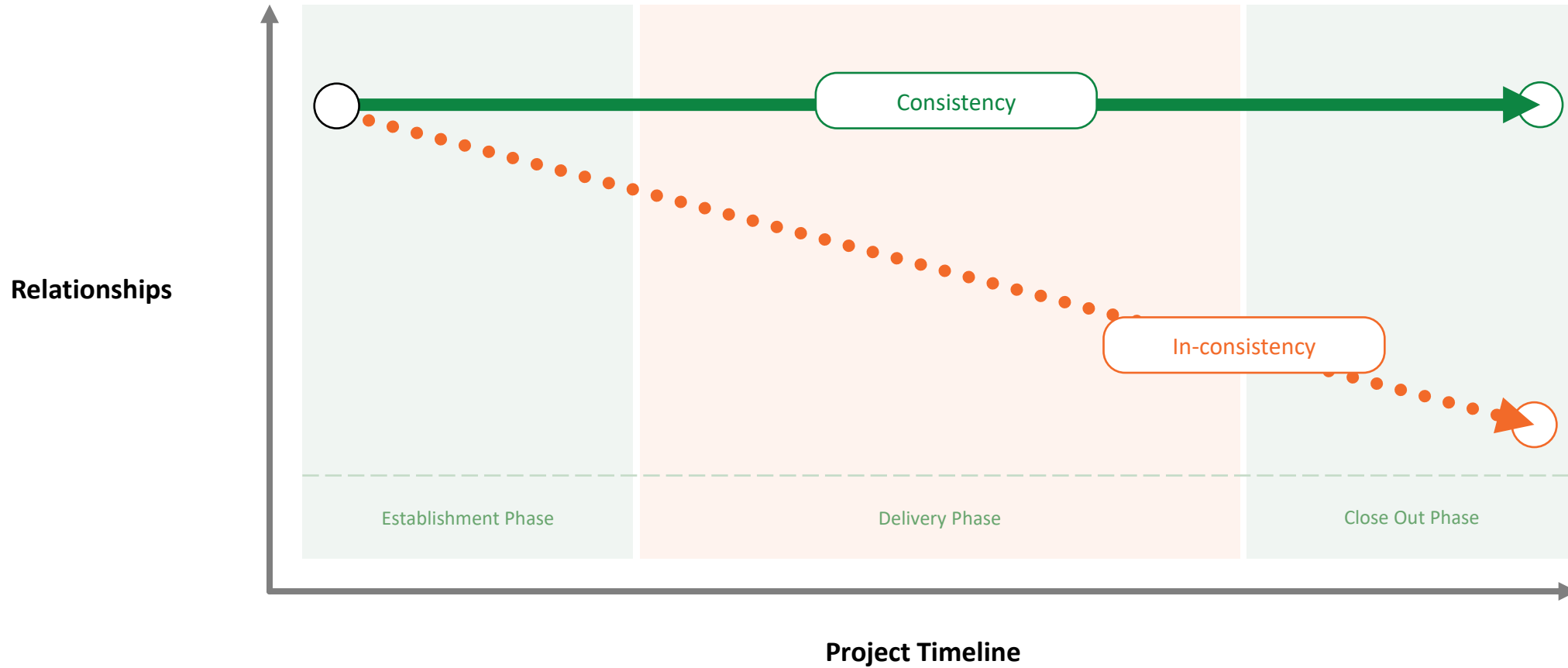
# Capability Equation



## Co-ology Core Elements





# Consistent Alignment through the Project Lifecycle



**Consistency** = Conditions + Commitment

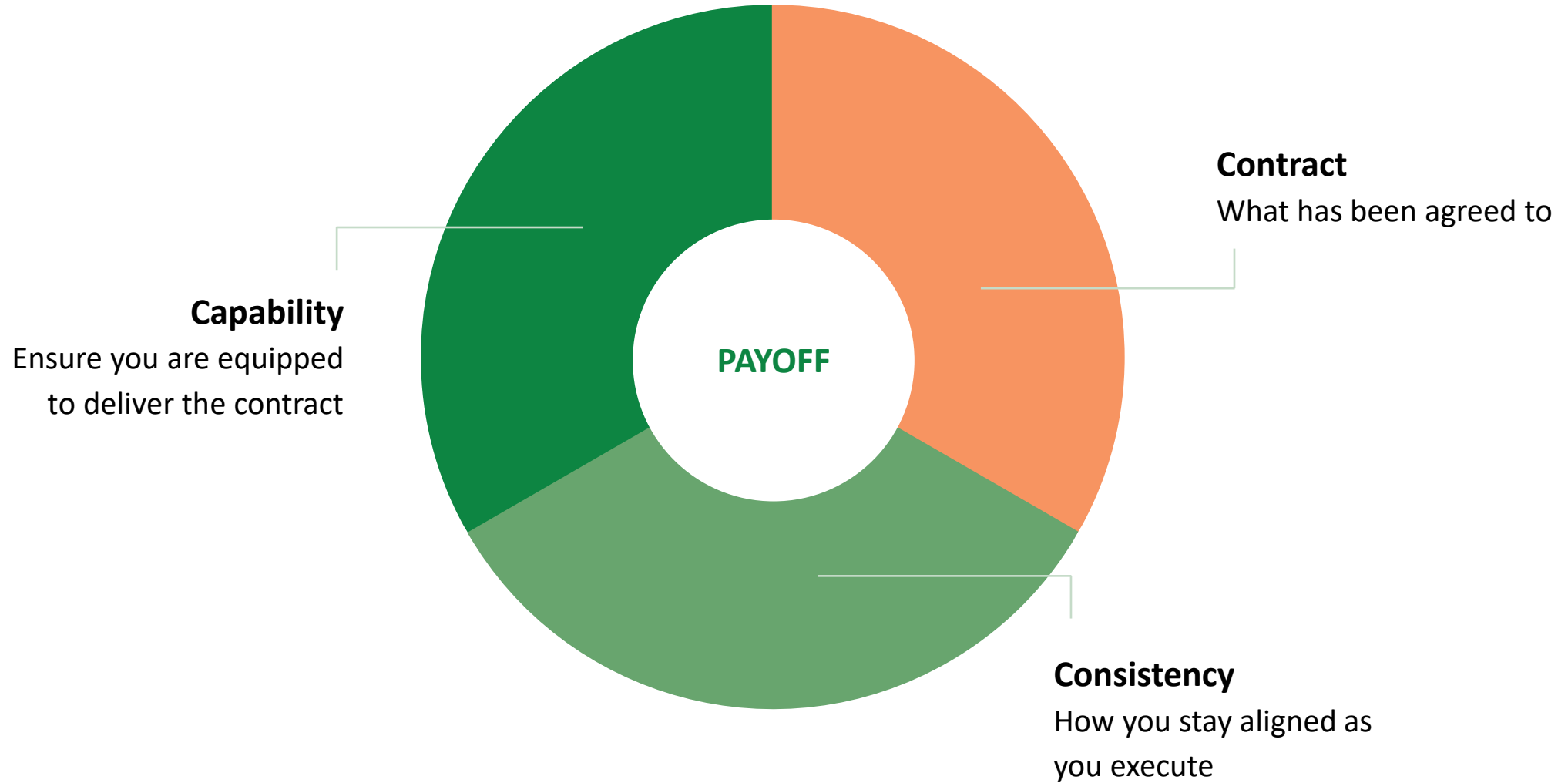


# Consistency = Conditions + Commitment














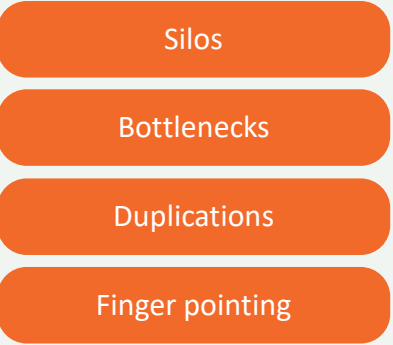


	Establishment	Delivery	Close out
 <p><b>Conditions</b></p>	<ul style="list-style-type: none"> <li>Do we have the tools, rituals, and rhythms to support consistent behaviour from the start?</li> <li>Have we defined expectations?</li> </ul>	<ul style="list-style-type: none"> <li>Are structures holding up?</li> <li>Are issues raised and resolved consistently?</li> <li>Are roles, expectations, and behaviours still clear?</li> </ul>	<ul style="list-style-type: none"> <li>Do we have a mechanism to carry these practices forward?</li> </ul>
 <p><b>Commitment</b></p>	<ul style="list-style-type: none"> <li>Is there visible buy-in from leadership and team members?</li> <li>Have we made the project 'why' relevant?</li> </ul>	<ul style="list-style-type: none"> <li>Are consistent behaviours being reinforced?</li> <li>Do people take ownership?</li> </ul>	<ul style="list-style-type: none"> <li>Are people proud of how they worked?</li> <li>Are these behaviours becoming part of organisational memory?</li> <li>Can teams describe what behaviours helped or hindered success?</li> </ul>



## Co-ology Core Elements

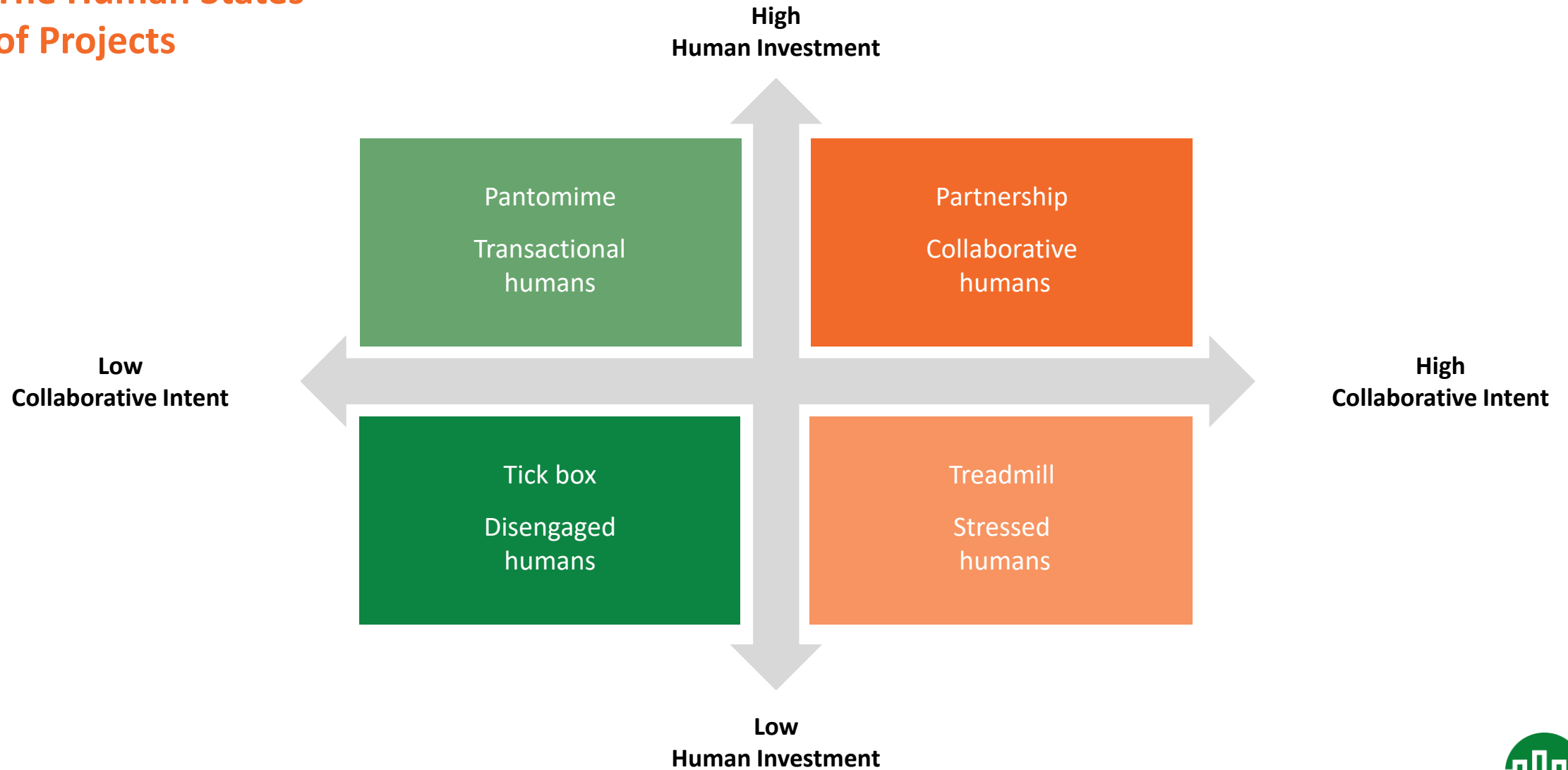


## Payoff requires all 3 components to be working

<b>Contract</b>				
<b>Capability</b>				
<b>Consistency</b>				
				



# The Human States of Projects





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Catalyst for People Centric Cultures

Helping teams **work together**  
in complex projects.

[peopleology.co.nz](https://peopleology.co.nz)