

Navigating the Future of Dredging Safety, One Project Launch Meeting at a Time



HILE GROUP

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Shortcomings of traditional Project Launch Meetings

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**“We’ve decided to name
16 new safety rules after you.”**

Characteristics of Successfully Reinvented Project Launch Meetings

- ✓ High attendance
- ✓ Well-articulated goals
- ✓ Balanced participation
- ✓ Facilitation strategies
- ✓ Use of a “Parking Lot”



Characteristics of Successfully Reinvented Project Launch Meetings

Organization Factor	Key Questions Related to Performance Gap
<i>Clear Performance Expectations</i>	Do people know what they're supposed to do?
<i>Necessary Support</i>	Do people have what they need to do what they're supposed to do?
<i>Clear Consequences</i>	What currently happens when people do what they're supposed to do?
<i>Prompt Feedback</i>	How do people know if they are doing what they are supposed to do?
<i>Individual Capability</i>	Are they capable of doing what they are supposed to do?

From *Five Minutes or Five Days: Strategies for Leading, Learning, and Collaboration* by Julie Hile, Hile Group (2018).
Extended from Rummler and Brache (1992,1995).



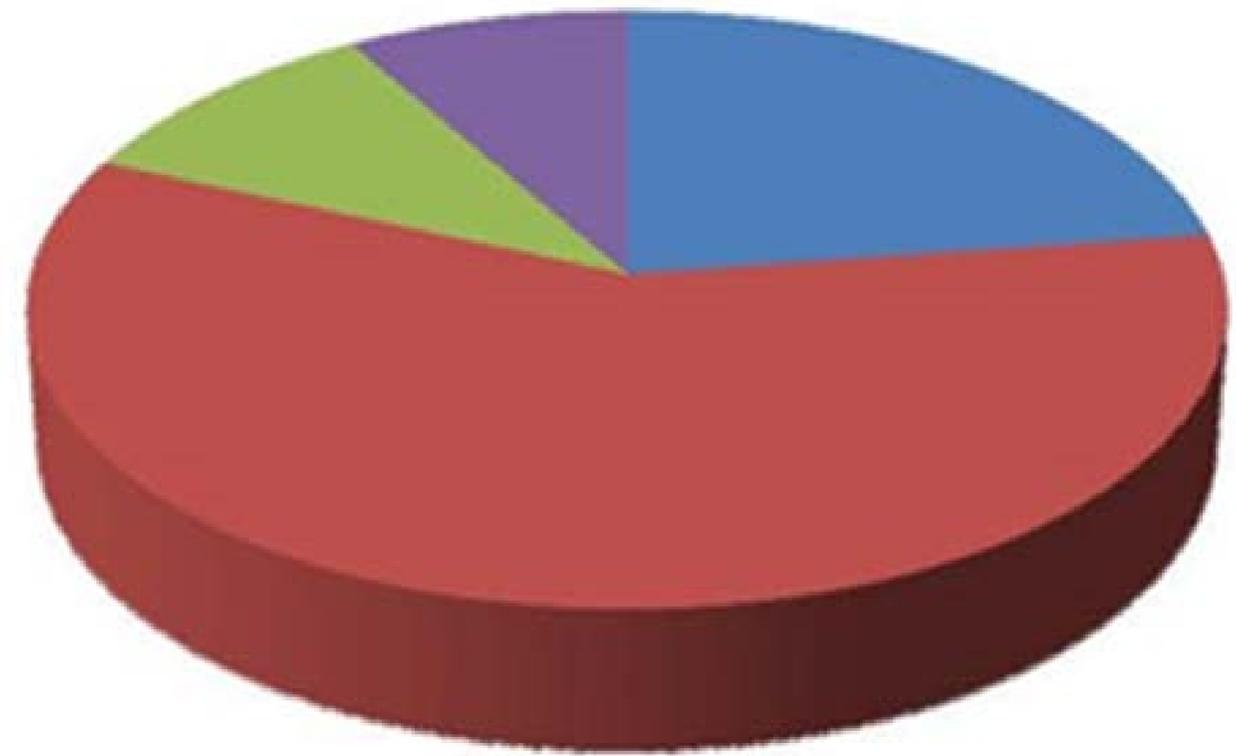


How to **plan** successful Project Launch Meetings



How to **conduct** successful Project Launch Meetings

Ideal mix of participant- facilitator involvement



- Facilitator(s) in front of room (with image-heavy PowerPoint slides)
- Participants in driver's seat (ex. asking questions, making comments, completing real work-related to project)
- Participants developing just-in-time meeting content (questions, requests, comments that open new thinking)
- Facilitator(s) developing just-in-time meeting content (on your feet listening and responsiveness)

How do we know when a

Project Launch Meeting

is successful?

You get what you

measure!

Everything needed to prevent
your next incident is right here.



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