



What is Partnering?

Partnering is a management philosophy that utilizes a specific skill-set based on trust, open and honest communication, and collaborative problem solving. It creates a multi-party team in which all members of that team work together with a common purpose towards shared goals.

"It's not the Contractor verses KDOT, it's not KDOT verses the Contractor, it's the Contractor AND KDOT verses the project."

-Mike Crow in 2005

Skill-sets (C.C.I)

- Communication
- Collaboration
- Integrity

What Partnering is NOT:

- Giving away "The Farm."
- "Taking it in the shorts!"

History of Partnering in Kansas

In November of 1991, a KCA/KDOT joint taskforce was created to do something to reduce and ultimately eliminate the high number of adversarial relationships between KDOT and Contractor Field Personnel. In January of 1992, the first Partnering Workshop was held by Dr. Gerald H. Graham from Wichita State University's Center for Entrepreneurship.

Since then, Kansas Contractors, KDOT, Municipalities, Consultants and many others have participated in hundreds of Partnering Meetings and Workshops across the state of Kansas.

KANSAS PARTNERING CHARTER

est. 1992

KANSAS CONTRACTOR ASSOCIATION, INC. (KCA)

KANSAS DEPARTMENT OF TRANSPORTATION (KDOT)

MISSION

Through Partnering, the members of the KCA and the KDOT are committed to enhancing our ability to perform and achieve common goals by increasing the effectiveness of our working relationships.

COMMON VALUES

In support of our mission, we will uphold these common values:

- Mutual respect and trust
- Open, friendly, flexible and honest *Communications*
- Listening
- Information sharing at all levels
- *Collaboration*
- Understanding of all partners' needs
- Win-Win mentality
- Cooperation
- *Integrity*
- Safety
- Taking responsibility
- Continuous Quality Improvement
- An entrepreneurial spirit
- Innovation
- Exceptional customer service
- Consistency
- Timeliness

GOALS

We are committed to the achievement of these common goals:

- To promote the continued development of the Partnering relationship based upon trust, dedication to common goals, and understanding of each other's expectations and values.
- To encourage a positive working relationship and atmosphere and eliminate adversarial relationships.
- To maintain regular, open communication channels in order to anticipate potential problems and solve conflicts at the lowest possible level in a timely fashion.
- To construct quality, accident-free projects.
- To promote uniformity and equity between projects.
- To achieve timely project completions within or under budget with no claims or litigation.

What is a Weekly Partnering meeting?

1. Meet weekly: when? _____ where? _____
2. Who is responsible for the minutes (note-taking)?
3. Discuss what is coming up for the next week.
4. Discuss what happened last week.
5. Tackle things left to decide.
6. Who does the notes go to?

Scott Swanson: swanson@ksdot.org

KDOT: _____

Contractor: _____



CONFLICT RESOLUTION CHAIN

(Please *print* clearly)

Organization:

FIRST LEVEL

Name:

Office number:

Cell number:

E-mail address:

SECOND LEVEL

Name:

Office number:

Cell number:

E-mail address:

THIRD LEVEL

Name:

Office number:

Cell number:

E-mail address:

FOURTH LEVEL

Name:

Office number:

Cell number:

E-mail address:

FIFTH LEVEL

Name:

Office number:

Cell number:

E-mail address: