



Sue Dyer, MBA, MIPI

OrgMetrics LLC Founder, Master Partnering Facilitator

Awards/Recognitions

- IPI Facilitator of the Year 2018
- Industry Visionary 2019
- The Digger Award 1986
- Hermsmeyer Leadership Award 1993
- 24 IPI Partnered Project of the Year Awards
- 21 Caltrans Excellence in Partnering Awards
- 3 Caltrans Best in Class Awards
- 4 Marvin M Black Projects
- Caltrans Partnering in Motion Awards

Podcast Host

Lead with Trust – sudyco.com/podcast

Construction Dream Team -

ConstructionDreamTeam.com

Publications

Author of:

Partner Your Project, Built on Trust, The Field Guide to Partnering on Caltrans Projects and Fundamentals of Partnering Caltrans Projects, On-Time On-Budget, Working Together; On-Time On-Budget; Working Together

Published:

Partnering Magazine, , PartnerGrams™, and syndicated Dyer Straights Column for 12 years
Published findings from research project Collaborative Construction, Mega Project Success Factors, and Root Causes of Poor Communication and dozens of other articles and papers.

Relevant Articles/Materials:

“Collaborative Partnering for Effective Results”, Airport Magazine, "Partnering, Negotiating the Adversarial Gap", Inc. Magazine, "How to Create a Winning Negotiating Strategy", Inc. Magazine; "The Stages of Partnering", AGC of America Constructor Magazine

Professional Affiliations

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- Founder, International Partnering Institute
- Founder, Center for Community Dispute Settlement
- Association for Conflict Resolution
- American Bar Association
- Associated General Contractors of America
- United Contractors Association
- Design Build Institute of America
- Former Board of Directors Construction Industry Labor Council
- Former Adjunct Professor, Golden Gate University

SUMMARY OF QUALIFICATIONS

- Pioneer in construction partnering
- Certified Master Partnering Facilitator, Certified Master Dispute Resolution Facilitator
- Over thirty years of construction partnering facilitation experience
- Over forty years of negotiation/conflict resolution experience
- MBA, Certified Negotiator, Certified Mediator
- Host of Construction Dream Team Podcast; Author of *Partner Your Project, On Time – On Budget*, and *Working Together* and dozens of papers and articles
- Author of Caltrans Partnering Field Guide and Fundamentals of Partnering Training that was adopted by dozens of US DOTs
- Founder, International Partnering Institute

Professional Skills and Experience

Accomplished Construction Partnering Facilitator

- Facilitated over 2000 partnering workshops
- Master Level Certified Partnering Facilitator (MIPI)
- Applied partnering to a wide variety of ventures: aviation, horizontal, and vertical projects.
- Creator of the *Momentum Partnering* and the Project Momentum Score™ algorithm that is becoming an industry standard
- Served 25 years as facilitator at San Francisco International Airport (SFO) and participated in the development of Progressive Design/Build process
- Served 13 years as facilitator for Caltrans Construction Partnering Steering Committee (CCPSC)
- Lead workshops for projects ranging from \$300,000 to \$11 billion
- Experienced with both public and private projects; Small, medium, large, and Mega projects

Experienced with Negotiation and ADR Processes

- First woman in the U.S. to head a major collective bargaining unit for construction industry – created non-adversarial negotiating
- Negotiated agreements with Laborers, Operating Engineers, Teamsters, Plumbers, Cement Masons, Pile Drivers, Fire Sprinklers, and Carpenters Unions
- Resolved over \$1 billion worth of issues utilizing the Facilitated Dispute Resolution (FDR) process
- Focused on helping teams to resolve their own issues

Ability to Build Strong Cohesive Teams and Successful Organizations

- Took United Contractors (UCON) from the verge of bankruptcy to industry leader
- Brought the Engineering Contractors Association from the brink of failure to financial soundness with continuously increasing membership.
- Built dozens of organizations into successful, cohesive teams through Strategic Partnering
- Helped develop partnering teams that completed complex projects in extraordinary timeframes – delivering \$2M/day and shortening time frames from years to months
- Assisted team to define roles which stopped a five-year feud



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- Keen understanding of organizational culture and its impact of team dynamics
- Lead team building workshop that assisted owners to increase profit by 30% in four months

Custom Designed Partnering Workshops

- Skilled in designing training to meet specific objectives
 - Have custom designed hundreds of workshops to meet specific client needs
 - Utilize a pre-partnering process to determine desired results from partnering workshop
- Every partnering workshop is custom designed and curated to meet the needs of the project and participants

Leader in the Partnering Movement

- Founder of International Partnering Institute (IPI) and led research efforts that document and prove the efficacy of our models
- Literally “wrote the book” on Partnering and developed the industry standards for partnering
- Presented on Structured Collaborative Partnering at the top Aviation and Construction Associations conferences

Extraordinary Results

- Projects save 5-30% on costs; while most construction projects are over budget
- Winner two years in a row of Caltrans 2015 & 2015 Best in Class Project
- Projects won more Partnering Awards than any other partnering facilitator (IPI, Caltrans, AGC)

Education and Training

- Master’s Degree in Business Administration, Saint Mary’s College
- Certified, Program on Negotiation, Harvard Law School
- Master Certified Facilitator, International Partnering Institute
- Certified to use 20 different Assessment Instruments

Sample IPI Partnered Project of the Year Awards (total 24 awards)

Diamond Level: SLAC National Accelerator Laboratory-Science User and Support Building

Diamond Level: SFO Runways I-19s RSA Improvements Project

Ruby Level: Runway Safety Area Improvements – North Field, Oakland International Airport

Ruby Level: DeWitt Nelson Correction Annex Project

SFO West Field Cargo Redevelopment Project

Highway 65 Lincoln Bypass Project

Sapphire Level: Buskirk Ave. Widening

Sapphire Level: SFO Replacement Airport Traffic Control Tower and Integrated Facilities

Sample California Department of Transportation (Caltrans) Best in Class Awards (Total 26 awards)

Highway 17 Wet Pavement Correction Project (04-264904)

Arboleda Freeway Project (10-415704)

Highway 65 Lincoln Bypass Project (03-3338U4)

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