BUILDING A GOOD TEAM

HOW TO FIND THE RIGHT PLAYERS
THE PANEL

RODGER HARA, COMMUNITY BUILDERS REALTY SERVICES

SAM BETTERS, RET. EXEC. DIR., LOVELAND HOUSING AUTHORITY

CHAD HOLTZINGER, SHOPWORKS ARCHITECTS

BLAKE CHAMBLISS, PINKARD CONSTRUCTION
THE PLAYERS

THE TEAM OWNER/DEVELOPER
THE CONSULTANT
THE ARCHITECT
THE GENERAL CONTRACTOR
THE PROPERTY MANAGER
THE MARKET ANALYST

RODGER
THE PLAYERS
(CONTINUED)

THE ATTORNEY
THE LENDER(S)
THE INVESTOR
THE FUNDERS
THE ACCOUNTANT

RODGER
THE PLAYERS

THE TEAM OWNER/DEVELOPER

SAM
So You Want to Be a Developer-
The Owner / Developer
Roles of the Owner/Developer

1. Managing and clearly communicating with internal stakeholders
2. Assembling the Right Team of Consultants and Partners to get you to the Finish Line
3. Insuring that the Team has sufficient Resources to Deliver Success
4. Continuously Monitoring Progress, Commitment to Quality
5. Close out Project and Successfully Launch Operations
The Owner/Developer: Keys to Success

- Be the Project Champion
- Develop and Articulate a Clear Vision:
  - What community need(s) will this project address?
  - Who are the primary beneficiaries; how will this project address their specific need
- Understand Risk/Reward- and be able to clearly articulate it to governing Board
- Assess and “Develop” the appropriate Capacity and Capabilities
- Assemble the Right Team
ORGANIZATIONAL CAPACITY

**Development Team**
- Owner’s Representative
- Project Manager/Developer
- Project Consultant(s)
- Architect
- Construction Manager
- Service Provider(s)
- Property Manager/
  Maintenance Staff

**Management Entity**
- Roles & responsibilities of the
  Housing Operator/Services Provider
- Policy Development
- Staffing
- Budgeting/Financial Control

**Ownership Entity**
- Non-profit
- Public Agency
- Public/Private Partnership
ATTRIBUTES OF THE RIGHT TEAM

- Individuals working on the project have the right set of skills and capacity to take on *this* project
- Everyone on the Team has shared values regarding the project’s purpose and commitment to its success
- This isn’t Their First Rodeo - Assemble an Experienced Team
  - Have they worked on *this type* of project?
  - Camaraderie Helps- Have your consultants/partners worked together successfully on other similar projects?
THE PLAYERS

THE CONSULTANT

RODGER
THE PLAYERS

THE ARCHITECT & THE GENERAL CONTRACTOR

CHAD & BLAKE
GO SLOW TO GO FAST

Successful preconstruction is about high performing teams managing risk.

Best Practices include:

1. Establish a highly qualified team at the beginning of the design process
2. Establish the Integrated Approach (CM@Risk, Design-Build, or IPD)
3. Work with a team you trust and has proven trustworthiness
4. Align team with the goals of the development, incentives for great performance
5. Qualifications, track record, and experience/expertise are most important
6. Align design / cost / constructability at SD’s
THE ARCHITECT & CONTRACTOR Gotta WORK WELL TOGETHER

FORMATION OF THE TEAM SHOULD BE BASED ON:

CHEMISTRY

COMMITMENT TO PROJECT (ALIGNED VALUES)

TRANSPARENCY
ORGANIZE THE TEAM EARLY

ASSEMBLE THE TEAM AS SOON AS POSSIBLE

THE BEST VALUE HAPPENS IN THE EARLY PHASE OF A DEVELOPMENT PROCESS
IPD—PHASES:

TRADITIONAL DESIGN PROCESS

WHAT

PRE-DESIGN
OWNERS
DESIGNER
DESIGNER CONSULTANTS

SCHEMATIC DESIGN

HOW

DESIGN DEVELOPMENT

CONSTRUCTION DOCUMENTS

CONSTRUCTION

AGENCY PERMIT/BIDDING

CLOSEOUT

WHO

REALIZE

AGENCY

BUILDERS

TRADE BUILDERS

INTEGRATED DESIGN PROCESS

WHAT

CONCEPTUALIZATION

HOW

CRITERIA DESIGN

DETAILED DESIGN

IMPLEMENTATION DOCUMENTS

CONSTRUCTION

COORD/FINAL BUYOUT

REALIZE

AGENCY

OWNERS
DESIGNER
DESIGNER CONSULTANTS

BUILDERS

TRADE BUILDERS

CLOSEOUT
THE PLAYERS
THE PROPERTY MANAGER
THE ATTORNEY
THE MARKET ANALYST

SAM AND RODGER
THE PLAYERS

THE ATTORNEY
THE LENDER(S)
THE INVESTOR
THE FUNDERS
THE ACCOUNTANT

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