

# Qui simul succedunt!



## **Who are we?**

Embay BV is an organization consisting of construction and installation professionals who work optimally together. We support the process of a construction project with a complete balanced project team or an individual addition to your organization or project. We provide management, advice and/or support for supervision, guidance and other necessary guidance during the exploration, study, processing up to DO, tendering, realization phase, commissioning and aftercare.

## **Our Vision!**

We believe that in addition to the basic requirements to properly record and control a project (finances, organization, quality, planning, information), there must be a lot of attention for the people who make the project a success. We do this not only by ourselves selecting the most suitable persons for a project, but also by working closely with the stakeholders.

We believe in clear readable contracts as a good basis to establish agreements, but not as a means to get a project going and/or keep on course. We believe in the people within the project.

A construction project is a merging of different people and cultures with all different ideas and (sometimes) different interests where unfortunately too often it is simply thought that everyone 'will work well together'. They are all professionals, right? In practice, you cannot expect a group of randomly brought together 'strangers' to understand each other directly and flawlessly and guide each other through the more difficult periods of a project. Certainly not if this is not directly in their interest or that of their company.

*Good risk management will reduce the chance of occurrence where possible or ensure that the consequences (impact) of a risk are mitigated and/or absorbed.*

Steering a project with legal articles, references to contracts and each other's obligations is in our view not the right way to bring a project to a successful end. A well-balanced mix of communication, clear agreements, listening and bringing together will, on the other hand, create more responsibility, necessity, the will to succeed and urgency. If the added value of working together is felt and the end goal is sharp, then that significantly increases the chance of completing a project within the set timeframes, within everyone's budget, without too much conflict and in accordance with or exceeding expectations.

## **Our approach!**

To make a project successful, it is important that everyone knows what is expected of them. A clear vision from the client and a clear request is a key element here.

This sounds logical, but in practice it is a difficult, intensive process, where making clear agreements and constantly steering or staying between the lines of the process are the order of the day. The effort required to create this will ultimately be rewarded.

*With good preparation you are able to think of possible (creative) solutions that you can use and sharpen later in the project. With good preparation, you save time, you can build more specifically and the core is touched earlier.*

We help the client to work together with the stakeholders in a controlled manner through all processes of a construction project, not only with a critical eye on the moment itself, but also with a thorough insight to the finish.

For this we use a method that is based on the theory that Patrick Lencioni has written or a derivative of this. This method is based on a natural feeling of trust where the team members acknowledge that they are different and have different interests. By accepting these differences and interests of each other, direct and/or indirect frustrations are neutralized and it is easier to work together.

If there is trust within the team, then people dare to be more vulnerable, correct the team where necessary and deviations that affect the team as a whole are exposed earlier. Then appropriate and corrective measures can be taken. By this change in behavior, people will feel more involved in the project, their own interests will be adjusted to a common interest and they dare to take more responsibility. Due to all these positive adjustments, there is a common focus on the end result. This ensures that processes run better and reduces the chance of failure costs, budget and planning overruns significantly.

This approach has been successfully applied to various large and/or complex construction projects in both a client and contractor position. This could be thought of as utilities, offices, data centers, airports, (train) stations, monumental buildings, universities / (high) schools and (semi) government institutions.