



Building a Lasting Project Controls Community

Tony Chisnall
Director General Programmes

Tony Chisnall

- Chartered Engineer by profession and ex apprentice
- Worked at the German Industrial Groups Linde and Siemens AG
- BAA T5 Commercial Director delivered £4bn of Final accounts prior to terminal opening
- Moved to the Middle East at Laing O'Rourke as a Programme Manager
- Vice President at Abu Dhabi Airports, delivering a complex £2bn airfield upgrade programme
- Joined DE&S in 2016 in an interim capacity as Director General Programmes to operationalise transformation



Early Morning Warm Up



Who likes it?
Who works for it?



if long job?
how are life?

Our purpose

To equip and support
the UK's armed forces
for operations now and
in the future

Project Controls' Purpose

“We set the boundaries and provide assurance to stakeholders that we are delivering our customer commitments”

Established in **April 2017**

we have c**1,500** employees

...working across **1** corporate and
4 delivery domains



The Environment We Operate In

11,000 Staff around the world



Uniqueness and Longevity



Supply vs Demand



The complexity of relationships:
Armed Forces, Industry,
Government to Government



Growing capability in house



Politics: Budgets, Priorities

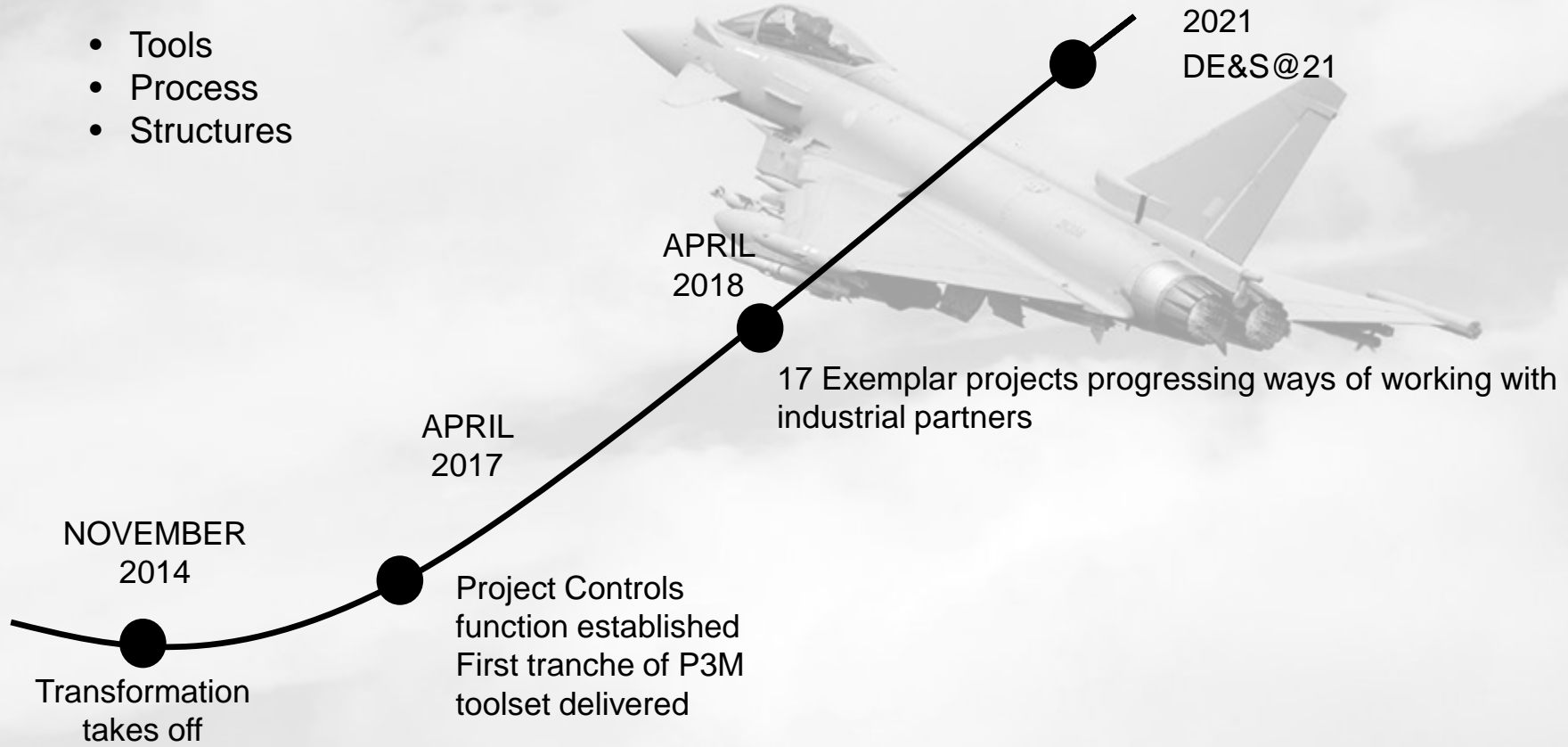


Our Transformation Journey

The right ways of working

- Tools
- Process
- Structures

Lasting organisational capability



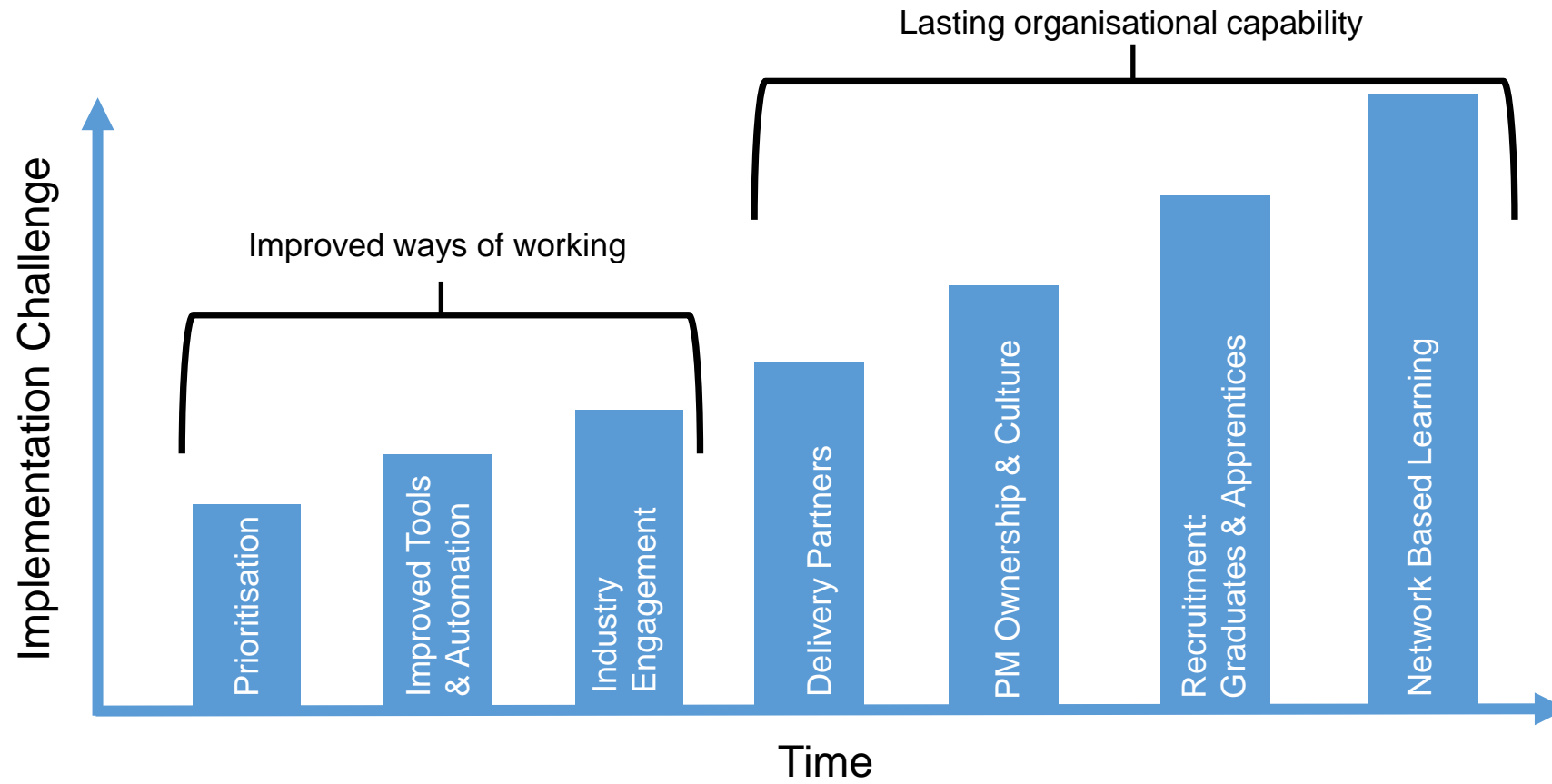
Our Challenge

To build, develop and align our 1,500 strong community whilst embedding our transformation plan.

- **Shift the balance from tools to people.**
- **To make the most of our new ways of working... For all functions.**



Meeting That Challenge Head On



Industry Engagement

Developed through:

- Shared vision
- Standardised contracts - risk based
- Industry working groups & improvement initiatives (Exemplars)

*Sharing knowledge as we all
face the same challenges*



BAE SYSTEMS



trusted to deliver



Programme Delivery Partner: Constant Evolution

Equinox are supporting our teams with high quality project management services and bringing industry best practice.

- Pre requisite corporate capability
- Provide non-defence industry best practice
- Capable resource augmentation
- One stop shop for PM/PC
- 4 year development plan

Stability and
Expertise

The Equinox logo features the word "equinox" in a bold, blue, lowercase sans-serif font. It is framed by two curved, blue lines that sweep upwards from the bottom and downwards from the top, creating a partial circular shape around the text.

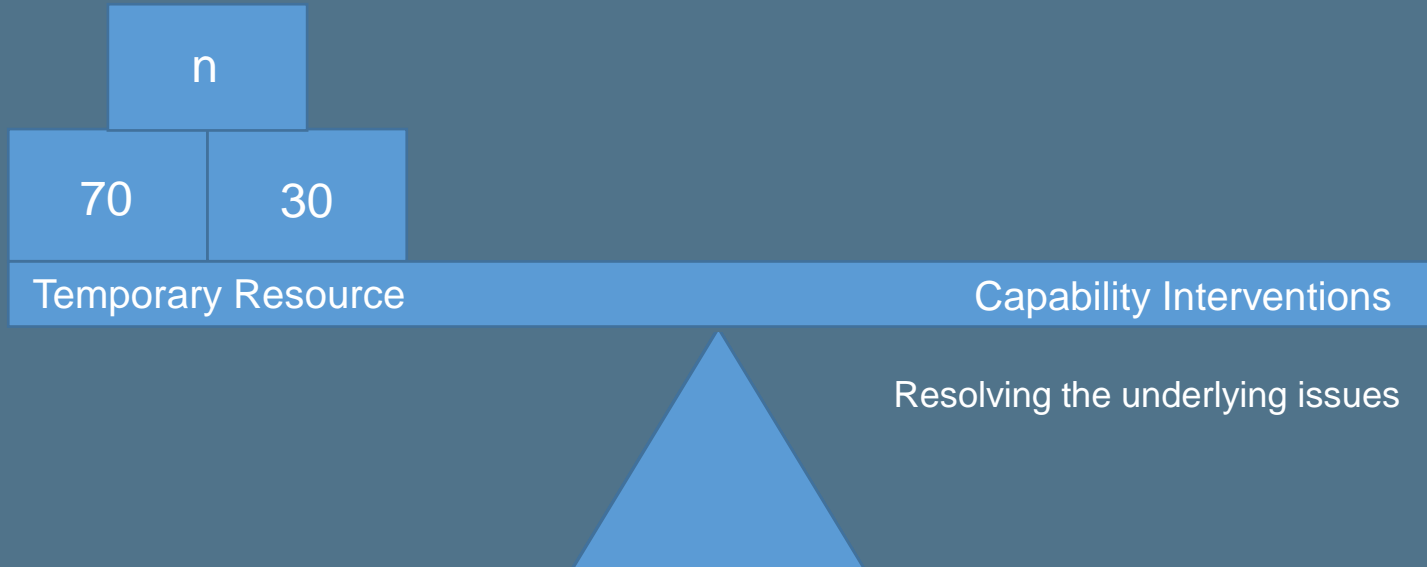
equinox

People Capability

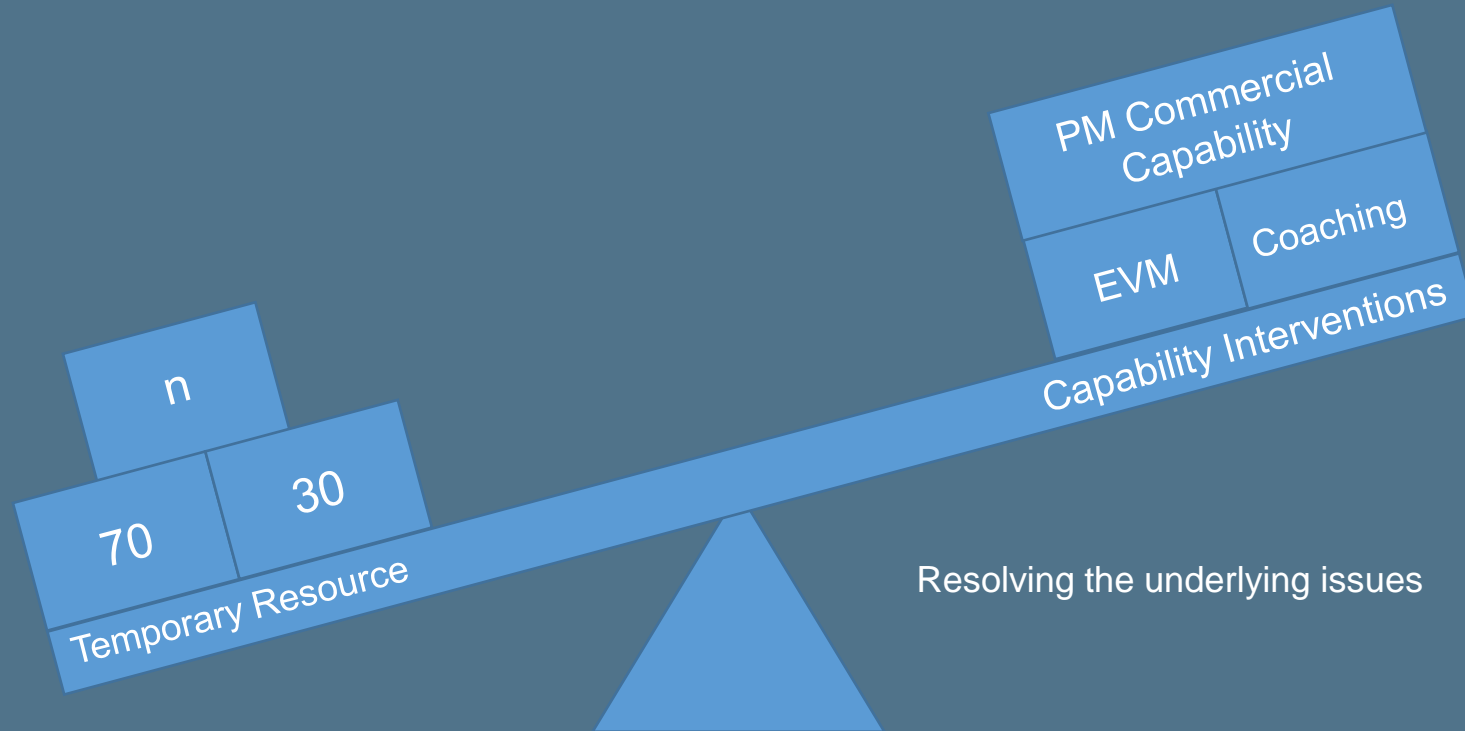


Building Lasting
Organisational Capability

Getting The Balance Right



Getting The Balance Right



Graduates and Apprentices: Investing for the Future

- **Project Professionals** established in **2016**
- Over **130** graduates and apprentices per year
- **Graduate scheme:**
 - New APM Project Professional Qualification
- **Apprentice scheme**
 - APM PMQ and level 3 apprenticeship

“The Graduate scheme opens up lots of doors and allows you to get involved in opportunities outside of your day to day role.”

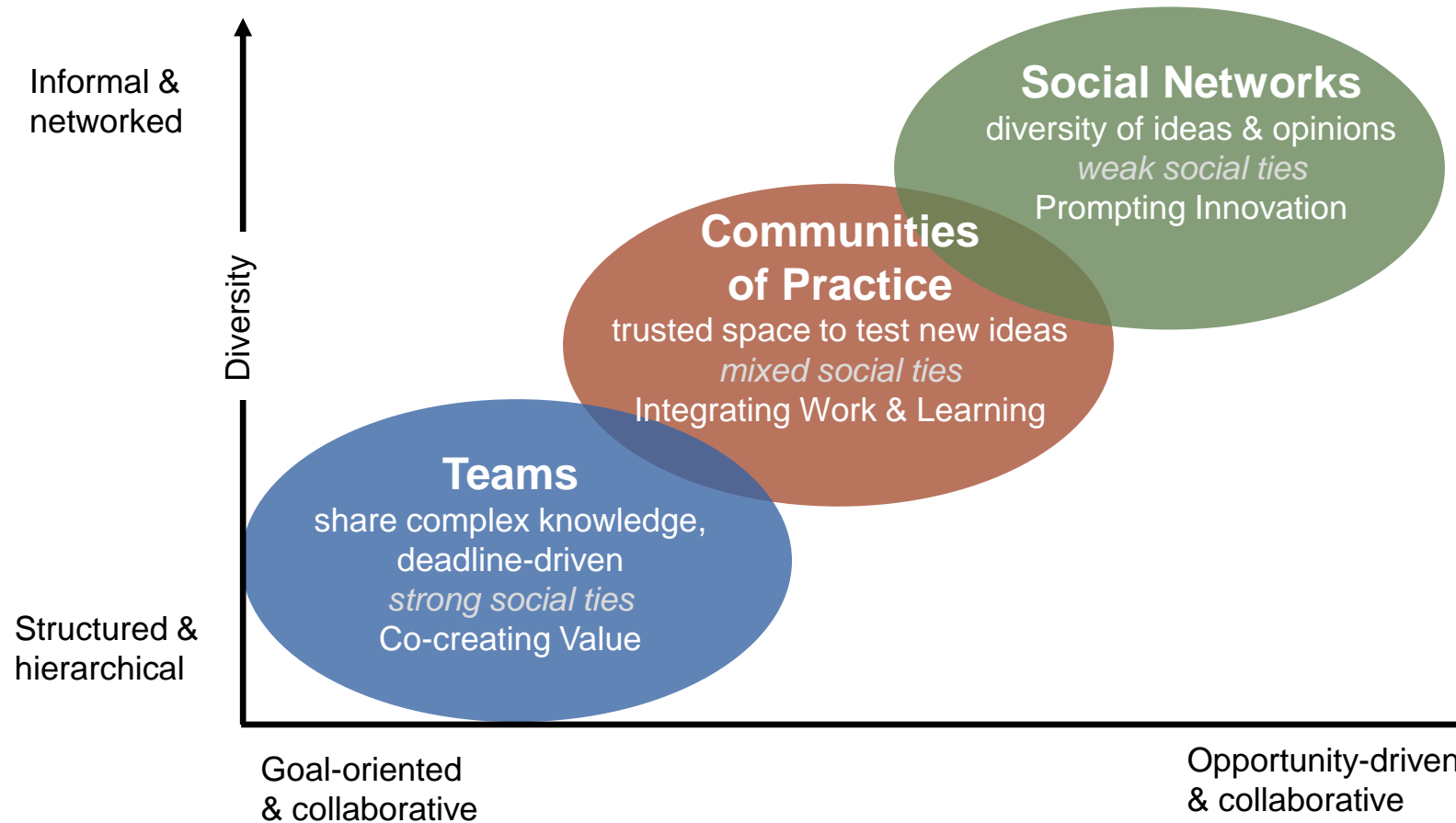
– Leah, DE&S Graduate

“Starting DE&S with 50 other graduates has allowed us to continuously share knowledge with each other. I’m excited to see how everyone’s career develops and how we can help each other further on in our careers.”

– James, DE&S Graduate



Network Based Learning



Adapted from
Harold Jarche
(Jarche.com)

DE&S in the Project Controls Profession

Project Controls is critical to the success of DE&S.

Contributes to the pursuit of excellence.

Addresses our skills shortage through increasing Project Controls' appeal and the opportunities we offer.



Thank you

...and visit the DE&S PC stand
to find out more about our fulfilling
Project Control careers