

## Refreshing the parts of pursuits that process can't reach

Pursuit teams are groups of hardworking, rational people who meet challenging objectives to tight deadlines with limited resources. Whether they win or not can be strongly affected by how they work together as a group, their priorities as individuals and how they think about new problems. In short, following a good process to develop and present a good solution can only get you so far – to cover the rest of the distance and be sure of finishing first your team needs to get its underlying behaviours right.

We've all seen animated discussions that go on for ages without ever approaching agreement; people failing to deliver material when they said they would; a single point of view being adopted by the team before other approaches have been properly considered. Lessons-learned reviews are great at naming the symptoms of what went wrong, but the prescription is often a dose of process. Where behaviours are holding the team back, changes of perspective are needed: changes of process can't stop people being people.

Our 75 minute session is designed to create some insights and understanding into how the hurdles in the race to the finishing line can be lowered by addressing those difficult cultural and behavioural issues that can make team-members feel like victims of their organisation or the bid processes.

Most important of all, the session will explain and demonstrate some simple techniques that can help the bidding team to anticipate, consider and respond effectively to the various challenges they are likely to encounter. At the very least, these techniques can help teams work through those difficult situations that create angst and frustration. At best, they can get your team from good to great and move your company out of the pack and into the lead.

One way we will demonstrate these techniques is by dramatising two or three excerpts from the personal diaries and experiences of a bid team. The audience will be invited to apply the set of techniques and by so doing, develop a deeper understanding of the human behaviours at work in each situation. New perspectives will help identify interventions to turn a bad situation around.

We look forward to a dynamic, participative and entertaining event that draws on those first hand experiences and suggestions from APMP member audience - with ideas and techniques that everyone can put into practise immediately afterwards.

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Contributors in alphabetical order: John Abulafia (Craft of Communication, [john@craftofcommunication.com](mailto:john@craftofcommunication.com)); Gavin Dobbing (QinetiQ, [gsdobbing@QinetiQ.com](mailto:gsdobbing@QinetiQ.com)); Marianne Hiley (Whitmuir Development, [marianne@whitmuirdevelopment.com](mailto:marianne@whitmuirdevelopment.com)); Vicky Weise ([vlweise@QinetiQ.com](mailto:vlweise@QinetiQ.com)).