

## **RAVEL: Design for Environment A Successful Multi Multi-Cultural Project**



A European Commission sponsored project for Integrating Eco-efficiency in Rail Vehicle Design. The constellation of the project was highly complex including 30 people from 5 countries, 8 organisations, public and private sectors, global corporations and small specialist companies, and of course, the usual personnel changes that naturally occur in longer projects. [Cultural Integration](#) at multiple levels was the only way this could succeed.

**People:** Project Management Team, Project Team members, Multiple Sponsors

### ***How we succeeded***

I was engaged as Project Consultant. Responsibilities: preparation of the project management teams for the leadership, communication and process issues that invariably arise in such projects; designing and facilitating all whole-project meetings including the kick-off; Coach to Project Manager; Mediator.

We shaped a culture of complete openness right from the start, enabling relatively fast alignment by building the relationships that mattered. People enjoyed working with one another, enabling the informality to overcome problems relatively easily. As people came and went during the 3-year period, integration of new members took place consciously. Mutual responsibility and the need to maintain integrity of interfaces was clear throughout. The focus was on achieving the project objectives and the relationships made this possible, of course aided by the environmental purpose that all team members could relate to.

### ***Result***

The project achieved its objectives, and more, within the scheduled time frame and within budget!

***"This is one of the most successful projects I have ever supervised."*** European Commission Project Sponsor.