



Project management excellence

Unifying and leveraging the project management practices across the organization

The company

Soletanche Bachy is a world class contractor offering geotechnical and civil engineering services (special foundations, underground works, ground improvement and pollution treatment and control) to a wide range of clients in the public and private sectors.



Project management excellence is the keystone of Soletanche Bachy revenues & profits.

As Soletanche Bachy continues its international growth, the board decided to step forward by strengthening & unifying the project management (PM) practices of 300 projects managers and stakeholders.

Cegos was asked to help the Soletanche Bachy project team of 8 experienced managers for the design and roll-out of an international training program:

- * Embedding the profession & the company's best practices
- * Meeting the needs of all engineers & project leaders,
- * Contributing to the creation of a project managers network able to continue to generate & share new best practices.

A 6 days (2x3) tailor made training program has been developed, following the whole life of a project from the hand-over to the return of experience, addressing the key PM competences : missions & responsibilities, contract management, safety, planning, budgeting, accounting, ... as well as leadership and communication.

This training program is rolled out in 15 countries: France, UK, Poland, Hungary, Ukraine, Dubai, Spain, Chile, Argentina, Columbia, Mexico, USA, Canada, Hong-Kong and Singapore.

Within 2 years, Soletanche Bachy succeeded in leveraging the project management practices across theses 15 countries while creating a strong project manager community of 300 people.



TESTIMONY

This has been achieved mainly thanks to 3 ingredients:

- 1) *Strong involvement to meet our demands, including intern case studies*
- 2) *Experienced local & international trainers,*
- 3) *A smooth day to day collaboration with Cegos from the design phase until the logistic co-organization of each session by Cegos & Soletanche Bachy.*

Maia-Gaëlle LACASSAGNE
Human Resources Manager

Benefits

- * A solid foundation made of unified & validated practices will secure the business growth.
- * The project teams have stepped ahead towards PM excellence.
- * Experts and leaders know each others and are now ready to collaborate smoothly.

Key success factors

- * Co-design of the program by Cegos consultants together with the client's experts & stakeholders.
- * Cegos expertises & capabilities: Pedagogy, Project Excellence, International presence and organization
- * Strong sponsorship of the program on both Cegos and Soletanche Bachy side: Experts and Directors involved in the project milestones, engaging onboarding event for the trainers and the sponsors, ...

