

Lean consulting

From infrastructure to housing, our clients' projects have big impacts. We build teams that get those projects done.

The clients who turn to Haley & Aldrich — including hospitals and universities, real estate developers, construction managers, airports, and mining and energy companies — are the organizations that shape our world. They provide vital infrastructure to support their communities, including medical facilities, affordable housing, and natural resources.

However, their business environments are constantly in flux, from digital disruptions and climate risks to workforce shortages and evolving regulations. Companies implement initiatives — staffing changes, training, new software and technology — to help manage this volatility while trying to achieve goals. But more than 50% of capital projects still miss important schedule milestones and experience blown budgets, and 70% of strategies don't pan out. That translates to significant wasted effort, investment, and human potential.

People then feel overworked and stressed, and often deal with toxic behaviors. Reports of poor mental health are disproportionately high in many of our clients' industries as they consistently rely on heroics to deliver expected results.

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We must do better.

Meeting the complex needs of these industries requires an enormous array of technical knowledge, skill, and innovation — and it also requires high-performing organizations and people. Most companies have tried the technical solutions. It's time to try something new: we must optimize how we use and invest in our people, our most valuable resource.

Talk to our service experts



Sue Boyle

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Service highlights

- Facilitation of meetings people want to attend
- Team-building that fosters trust
- Role definition and security
- Tools and approaches for quicker, better decision-making



Guiding people and teams to act with confidence

To act confidently, people must understand their roles, the value they contribute, and what they're working toward. We get them there through these services:

- **Strategy deployment:** We assess your current conditions, then work with your existing resources to identify changes to management processes, work methods, skill development, and people recognition that will achieve business and growth goals.

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- **Group alignment, collaborative planning, and scheduling:** We facilitate sessions that foster alignment and make visible vision, goals, budget, milestones, and schedules.
- **Structure and role clarification:** We define roles and decision-making authority so that everyone understands their part and what they contribute.
- **High-performing team capacity-building:** With hands-on sessions, we equip people with methods to improve their performance, manage behavioral risks, and self-correct as a team.
- **Team health and results tracking:** Our High-Performing Teams Scorecard provides a way to measure team performance together with project performance, daylight issues requiring action, improve recognition, and simplify reporting to executive leadership.
- **Lean work methods, microlearnings, and playbooks:** We offer quick, actionable training sessions and playbooks that embed Lean principles and behaviors into daily operations.

We have applied Lean thinking for results in the following markets:

- Aerospace
- Education, healthcare, and cultural institutions
- Energy
- Environmental trusts
- Government infrastructure
- Industrial and manufacturing
- Mining
- Real estate developers