

Sue Dyer, MBA, MIPI, MDRF

SUMMARY OF QUALIFICATIONS

- Pioneer in construction partnering •
- Certified Master Partnering Facilitator, Certified Master Dispute Resolution Facilitator •
 - Over thirty years of partnering facilitation experience •
 - Over thirty-five years of negotiation/conflict resolution experience •
 - MBA, Certified Negotiator, Certified Mediator •
- Author of *Partner Your Project, On Time – On Budget*, and *Working Together* •
- Author of *Caltrans Partnering Field Guide* and *Fundamentals of Partnering Training* •
 - Founder, International Partnering Institute •

Professional Skills and Experience

Accomplished Collaborative Partnering Facilitator

- Facilitated over 2000 partnering workshops
- Master Level Certified Partnering Facilitator (MIPI)
- Applied partnering to a wide variety of ventures; aviation, horizontal, and vertical projects.
- Creator of the Structural Collaborative Partnering model that is becoming the industry norm
- Served 20 years as facilitator for partnering at San Francisco International Airport (SFO)
- Served 13 years as facilitator for Caltrans Construction Partnering Steering Committee (CCPSC)
- Lead workshops for projects ranging from \$300,000 to \$11 billion
- Experienced with both public and private projects; Small, Large, and Mega projects

Experienced With Negotiation and ADR Processes

- First woman in the U.S. to head a major collective bargaining unit for construction industry
- Negotiated agreements with Laborers, Operating Engineers, Teamsters, Plumbers, Cement Masons, Pile Drivers, Fire Sprinklers, and Carpenters Unions
- Resolved over \$1 billion worth of issues utilizing the Facilitated Dispute Resolution (FDR) process
- Focused on helping teams to resolve their own issues

Ability To Build Strong Cohesive Teams and Successful Organizations

- Took United Contractors (UCON) from the verge of bankruptcy to industry leader
- Brought the Engineering Contractors Association from the brink of failure to financial soundness with continuously increasing membership.
- Built dozens of organizations into successful, cohesive teams through Collaborative Strategic Planning
- Helped develop partnering teams that completed complex projects in extraordinary timeframes
- Assisted team to define roles which stopped a five year feud
- Keen understanding of organizational culture and its impact of team dynamics
- Lead team building workshop that assisted owners to increase profit by 30% in four months

Custom Designed Partnering Workshops

- Skilled in designing training to meet specific objectives
- Have custom designed hundreds of workshops to meet specific client needs
- Utilize a pre-partnering process to determine desired results from partnering workshop
- Every partnering workshop is custom designed to meet the needs of the project and participants

Leader in the Partnering Movement

- Founder of International Partnering Institute (IPI)
- Literally “wrote the book” on Partnering and developed the industry standards for partnering
- Presented on Structured Collaborative Partnering at the top Aviation and Construction Associations

Extraordinary Results

- Projects save 10-30% on costs; while most construction projects are over budget
- Winner two years in a row of Caltrans 2015 & 2015 Best in Class Project
- Projects won more Partnering Awards than any other partnering facilitator (IPI, Caltrans, AGC)

Education and Training

- Masters Degree in Business Administration, Saint Mary's College
- Certified Trainer, Program on Negotiation, Harvard Law School
- Master Certified Facilitator, International Partnering Institute
- Master Certified Dispute Resolution Facilitator, OrgMetrics LLC
- Certified to use 20 different Assessment Instruments

Publications

- Author of *Partner Your Project, Built on Trust, The Field Guide to Partnering on Caltrans Projects and Fundamentals of Partnering Caltrans Projects, Partnering Magazine, On-Time On-Budget, Working Together; On-Time On-Budget; Working Together*
- Published: *Partnering Magazine*, , *PartnerGrams™*, and syndicated *Dyer Straights Column for 12 years*
- Published findings from research project Collaborative Construction, , Mega Project Success Factors, and Root Causes of Poor Communication and dozens of other articles and papers.
- Relevant Articles/Materials: "Partnering, Negotiating the Adversarial Gap", *Inc. Magazine*, "How to Create a Winning Negotiating Strategy", *Inc. Magazine*; "The Stages of Partnering", *AGC of America Constructor*

Employment History

1986 - Present President, OrgMetrics LLC, Livermore CA
 1980 - 1986 Executive Director, Underground Contractors Association (now UCON), Dublin CA

Professional Affiliations

Founder and CEO, International Partnering Institute
 Founder, Center for Community Dispute Settlement
 Association for Conflict Resolution
 American Bar Association
 Associated General Contractors of America & California
 United Contractors Association
 Design Build Institute of America
 AAAE
 Former Board of Directors Construction Industry Labor Council
 Former Adjunct Professor, Golden Gate University

Awards/Recognitions

The Digger Award 1986
 Hermsmeyer Leadership Award 1993
 ABI Woman of the Year 1990
 Rotarian of the Year 1988
 14 IPI Partnered Project of the Year Awards
 19 Caltrans Excellence in Partnering Awards
 3 Caltrans Best in Class Awards
 4 Marvin M Black Projects
 Caltrans Partnering In Motion Awards