



CASE STUDY

P3 Accord - Creating a high performance framework

PCI identified key cultural and commercial levers to unlock high performance

Context

The P3 Accord is a fully formed program alliance to sustain the Orion P3 aircraft fleet. After 5 years the accord was experiencing cultural and commercial challenges, relationships were strained, and performance was acknowledged as sub-optimal.

PCI was engaged to conduct a health check and make recommendations to improve outcomes.



Scope

- PCI reviewed the Master Agreement to identify commercial 'rub points' inhibiting performance and assisted in making key changes, including simplifying an over-complex risk regime.
- Supported re-design of the Accord organisational structure to enable more robust governance and a genuine integrated project team.
- PCI implemented a High Performance Team program involving all parties and an Alliance 101 training program for all employees to embed the right culture and alliance behaviours.

Outcomes

Our work resulted in a 35% uplift in the Accord's overall performance within the first 12 months and the Accord has become one of the best performing contracts within Department of Defence.

PCI continued to provide ad-hoc support, advice, coaching and training to the Accord for the following 7 years to ensure that the high performance culture was maintained.

Testimonial

"PCI's experience was invaluable. PCI worked closely with the Alliance Board and Steering Group and facilitated a robust approach to identify issues that were holding the P3 Accord back from reaching its performance objectives. PCI facilitated a robust plan for recovery.

There is no doubt that the involvement PCI was crucial to our success. Performance of the P3 Accord was recovered to a level that the Accord Board and participants were not only comfortable with but openly praised."

Greg Young, Director, P3-Accord