

Case Study - Engineering

BAE SYSTEMS

CCR³
PERFORMANCE
MANAGEMENT

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Engineering On A Grand Scale

BAE Submarine Solutions located in Barrow In Furness build, among other things, the Astute Class Nuclear Submarine. Submarines operate in the most hostile environment on earth and call for remarkable engineering solutions. The design and construction of BAE Systems Astute Class is arguably the most challenging engineering project ever undertaken in the UK. Under a £2bn Prime Contract, BAE SYSTEMS at Barrow is undertaking the design, build and initial in-service support of three 7800 tonne Astute Class Submarines Type SSN for the Royal Navy.



CCR3 was approached to initially profile part of the senior engineering team to enhance communication which had been identified as a potential risk to the project. BAE quickly recognised that the process adopted proved to be adaptable to other areas of the project management team and was subsequently deployed on a far greater scale within Barrow. Management Information was obtained about the individual, the team and the dynamics of the team in relation to role alignment, performance improvement and efficiencies.

This was then applied in a strategic capacity, which covered several critical areas of Operational Performance:

Leadership	– More directive and aware of competencies to engage with tasks
Communication	– Improved strategies that created efficient transitions
Collaboration	– Enhanced working practices between teams and build phases
Talent Management	– Identification of existing talent reducing recruitment costs
Career Progression	– PDP alignment to BAE framework on succession planning

As a direct result of embracing the CCR3 Methodologies, several new options, which were previously unavailable, were implemented to the project. These had a very positive effect on build times, resource and productivity, all of which had previously suffered from delays and performance barriers.

A major focus was placed upon the people element which proved to be critical in making the change transformation that was desired from this project. Performance Improvement lay at the heart of this and the measurable outcomes that resulted has enabled the team at Barrow to engage with their projects to a higher level of effectiveness and productivity whilst benefiting from the efficiency measures realised as a result.

A quote from the Senior Manager who implemented the programme wrote;

***“The results were quite outstanding –
The managers involved were astonished with the content and quality of the process”***

UNITED KINGDOM

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MIDDLE EAST

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