



ORACULUM
CONSULTANCY SERVICES

PROJECT MENTORING



ECLIPSE

TRANSFORMING TEAMS

MENTORING AIMS

Successful project delivery requires not just technical expertise but also a cohesive, well-coordinated team that operates strategically, particularly on larger projects.

Common challenges faced by contractors, where teams frequently change, range from communication gaps and resource inefficiencies to missed opportunities for continuous improvement. All these issues are solvable with the right guidance.

Oraculum's tailored mentoring program will address these challenges by enhancing collaboration, upskilling your team members, and embedding processes that drive both operational efficiency and financial performance.

Project mentoring is a bespoke solution designed to address your specific needs.

THE E.C.L.I.P.S.E SYSTEM

The **E.C.L.I.P.S.E** system is a strategic system developed by Chris Jones, founder of Oraculum Consulting.

Chris has spent nearly 30 years on site delivering projects for Tier 1 and Tier 2 contractors, with project values up to £200m.

E.C.L.I.P.S.E - Exemplar commercial & leadership integration for project success & execution

By focusing on strategic leadership, collaboration between the operational and commercial teams, proactive issue resolution, and lessons learned, our approach is designed to deliver clear, tangible benefits that will position your team for long-term success.

With our support, your team will not only overcome current hurdles but also establish a culture of continuous improvement, ensuring smoother project delivery, stronger client relationships and increasing value to the business beyond a single project.

KEY DELIVERABLES

Typically a mentoring programme will address the following specific deliverables:-

- **Strategic Project Management** - Project leadership that focuses on project strategy, effective reporting to the business, building client relationships for future work and empowering the team to deliver the project.
- **Project Commercial Strategy** - Strategy that gives effective forecasting, maximising opportunities, closes the project account on a timely basis at project completion and manages commercial risks.
- **Project Engineering** - Define the role of the engineering department and transform how the engineering team approach their tasks including producing a quality risk register, create strategies to control the risks, a right first time quality culture and ensure inspection and test plans capture all the required testing to demonstrate compliance with the contract.
- **Scope** - Ensure there is a true and thorough understanding of the project scope to provide robust and effective planning.
- **Team Collaboration** - Procedures that provide effective communication between all facets of the team, demonstrate how each member's work affects the outcome and the importance of sharing and collaborating with the other team members. Particular focus is on ensuring key information is being shared with the commercial, operational and planning teams.
- **Exemplar Project** - Position the project as a class leading example by leading the team into a journey of how to create space to innovate, the benefits of social value, supportive culture, and HSEQ engagement.

IMPLEMENTATION FRAMEWORK

Diagnostic Phase

Objective: Assess current team dynamics, communication patterns, and processes.

Activities:

- Conduct one-on-one interviews with team members.
- Review key project documentation - CVR, record keeping, quality plan / ITPs, specifications.
- Observe team meetings and site operations.
- Identify key bottlenecks and inefficiencies.

Deliverable: Summary report / presentation to the business highlighting gaps and areas of focus for upcoming project mentoring.

Strategic Project Management

Objective: Transition the Project Manager from delivery focused to a strategic leadership role.

Activities:

- Train on strategic planning (e.g., setting milestones, resource allocation).
- Develop client management skills through client survey and client relationship coaching.
- Implement record-keeping systems and project dashboards.
- Coach on empowerment and leveraging team strengths effectively.

Value to business: Improved client satisfaction through better communication and responsiveness. Increased efficiency through better records and better team utilisation. Better risk management through use of dashboard.

IMPLEMENTATION FRAMEWORK

Project Commercial Strategy

Objective: Put in place a commercial strategy that will provide reliable forecasting, maximise potential for additional value and manage risk effectively.

Activities:

- Research key risk areas and their control measures.
- Set up full team integration into cost plan production.
- Mentor in optimisation of cost / value management.
- Identify key opportunities.

Value to business: Better risk management, less likelihood of protracted account settlement and maximising potential for additional value.

Project Engineering

Objective: Transform the approach of the engineering department in to a culture of innovation, continued learning and understanding of the requirements of the wider team.

Activities:

- Mentor on the importance of right first time and how to achieve it.
- Coach on how to innovate.
- Value engineering.
- Production of inspection plans.
- Importance of continued professional development.

Value to business: Less re-work, lower overall project costs, higher client satisfaction and more motivated team members.

IMPLEMENTATION FRAMEWORK

Scope

Objective: Ensure the team have a true and thorough understanding of the project scope.

Activities:

- Review scope in contracts documents.
- Interview team to assess their understanding.
- Empower team to question and research all aspects of the construction.

Value to business: Less risk of scope creep, more potential for value engineering.

Team Collaboration

Objective: Effectively promote good collaboration between all facets of the team.

Activities:

- Team meeting with key team members to discuss the needs of each department and how good collaboration maximises the potential for project success.
- Strategies and measures to foster good communication.

Value to business: Improved communication in team to provide more effective management of the project.

IMPLEMENTATION FRAMEWORK

Exemplar Project

Objective: Take project to the next level by moving beyond basic project deliverables and engage with class leading initiatives.

Activities:

- Presentation on the importance of going above and beyond.
- Foster a culture of team led initiatives on areas such as HSEQ, social value and well being.
- Positive project promotion.

Value to business: Marketing potential, raises client awareness of project, increased likelihood of repeat work, improved motivation in team.

On completion of the formal project mentoring phase there are review sessions so that your team is not left unsupported and any adjustments required can be highlighted.

SUMMARY

Many studies highlight the immense value of mentoring – 100% of Fortune 50 companies have mentoring programs, recognizing that upskilling and developing existing staff is significantly more cost-effective than recruitment and staff turnover.

Mentoring not only enhances motivation and retention – staff who are mentored have a 72% retention rate compared to 49% for those without mentorship – but also boosts productivity, with 70% of businesses reporting measurable improvements.

Oraculum's involvement, leveraging our [E.C.L.I.P.S.E.](#) system, is designed to drive positive change in project management and team culture, ensuring greater commercial awareness, leadership effectiveness, and cost efficiency. By maximizing the recognition of opportunity while reducing unnecessary costs, we help businesses achieve stronger project and financial outcomes.

A handwritten signature in black ink, appearing to read 'Chris Jones'.

Chris Jones BSc MCIHT MCIOB
DIRECTOR
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