



## PPIR: A program for professional performance

The Professional Performance, Innovation and Risk Program (PPIR Program) is an industry initiative undertaken by The Warren Centre for Advanced Engineering.

### PPIR Aims and Tools

The core aim of the PPIR project is to promote excellence in engineering performance through application of the Performance Protocol, as the third dimension of engineering professionalism (ethics, competency and performance). Performance is defined as:

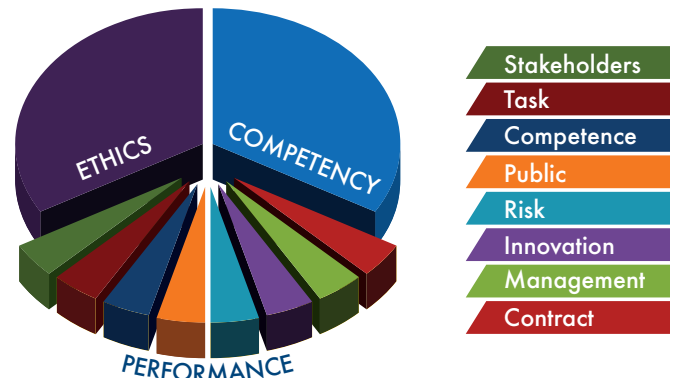
**“How the professional engineer approaches, arranges and undertakes a new task to ensure delivery of the final agreed outcome”.**

The key tools introduced in PPIR are:

- **The PPIR Performance Protocol** - applied at the individual engineer level; and
- **The PPIR Engagement Protocol** - the corporate equivalent of the performance protocol applied for engagement between suppliers and clients.

The PPIR approach includes:

- The concept of a formal, fully integrated ‘best for risk management’ approach; and
- A co-ordinated method for the engineering industry and profession to improve the liability frameworks that impact on engineering.



### The Eight Elements of Performance

The essentials of performance for Engineers acting in a professional capacity are documented in the eight elements of the PPIR Performance Protocol:

- Relevant Parties and Other **Stakeholders**
- The Engineering **Task**
- **Competence** to Act
- Statutory Requirements and **Public** Interest
- **Risk** Assessment and Management
- Engineering **Innovation**
- Engineering Task **Management**
- **Contractual** Framework

# PROFESSIONAL PERFORMANCE, INNOVATION AND RISK

## Results of Adoption Activities

A high proportion of engineers found PPIR to be a highly useful tool for improving engineering performance.

Adoption of the PPIR Performance Protocol drives improves team performance through:

- Improved communication between groups breaking down "silo mentality";
- Better alignment of expectations relating to delegated or contracted tasks;
- Pro-active identification and resolution of risk issues;
- Driving accountability down to the working level and empowering staff to provide valuable feedback to supervisors.

A key finding is that the adoption of PPIR within an organisation is essentially a change management process, requiring the full and on-going support of senior and middle management.

## Key Activities

- The PPIR team actively promotes the broad adoption of PPIR by professional associations and in undergraduate engineering training.
- A full suite of materials is available for training engineers and assisting enterprise to implement PPIR in their organisations.
- PPIR workshops have been delivered to over 500 engineers and managers from a wide range of organisations, including government authorities, construction firms and consultants.



## Comments from PPIR Clients

"I find the PPIR Performance Protocol a simple, logical and systematic methodology for managing the delivery of an engineering task. It also assists me in managing expectations by defining the roles and obligations of myself and my team."

**Katina Gallen, Senior Consultant, Ausgrid**

"The PPIR framework has been used at the task delegation stage to ensure that relevant details about a task are communicated. It has also been used to look at tasks where things have started to go wrong, to work out why, and to work out what needs to be done to fix the problem".

**Michael Bradbery, Manager Network Planning, Transgrid**

"I am already noticing a marked improvement throughout TBH's younger professional staff in developing their own ways to apply the elements of the PPIR protocol in their daily approach to each project assignment."

**Jonathan Shahady, Director, TBH**

## PPIR Change Management Clients



An initiative of:

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