

Dick Bayer is the Chairman of the ReAlignment Group, Ltd. and an Adjunct Professor at the Burns School of Real Estate and Construction Management within the Daniels College of Business at the University of Denver. He is currently living in Ottawa working as the IPD/Lean Design and Construction Advisor for the Centre Block Rehabilitation Project, a proposed 12-year project to improve and renovate the Centre Block of the Canadian Parliament building campus.



Between July, 2010 and January, 2013, he was the Interim Executive Director of the **Lean Construction Institute** where he was previously a Board Member. He and his co-founding partner, Dan Fauchier were the chief facilitators for the California Prison Healthcare Project in Sacramento from April, 2008 through October, 2009 and learned, facilitated and taught lean principles on that project. He has consulted on over 100 lean or IPD projects throughout North America and Europe, worked with numerous owners, construction and design firms and trade partners on lean strategy.

Dick has dedicated his career to solving difficult and intractable problems and delivering claims free projects. He is a licensed attorney, having practiced construction law in Colorado, California and Idaho for the past 41 years. He has been an AAA arbitrator since the mid-1980's and a credentialed mediator since 1996. He has mediated over 300 construction, business, land-use, environmental and other cases in the last twelve years. He is a member of the neutral panel for the United States Institute for Environmental Conflict Resolution. He was selected as the "Professional of the Year: Environmental Law," by Strathmore's Who's Who in 2005. He is a former member of the California Academy of Distinguished Neutrals and several other well-known panels. He has served on the boards of the Lean Construction Institute, the National *Conflict* Resolution Center (formerly the San Diego Mediation Center), the California Independent Petroleum Association, ADR-San Diego and the California Dispute Resolution Council (CDRC), the non-profit advocate for all ADR providers in California. He was president of CDRC in 2005. From 1992 through 2004, he taught Environmental Law at the University of San Diego graduate careers program. With Dan Fauchier, he wrote the Partnering Chapter for the recently released MEGAPROJECTS: CHALLENGES AND RECOMMENDED PRACTICES (ACEC, Washington, D.C. 2010). He is the principle author of the *Program Delivery Guide* for the California Prison Health Care Receivership and recently rewrote the Ohio Partnering Manual for the Department of Transportation of the State of Ohio. He is the co-author with Kurt Dettman of "Alignment Partnering": A Bridge to ADR Processes?" (May, 2013 Special Section issue of the JOURNAL OF LEGAL AFFAIRS AND DISPUTE RESOLUTION IN ENGINEERING AND CONSTRUCTION, a publication of the American Society of Civil Engineers). He was a member of Mindshift II, described as "a team of trail blazing leaders" selected to consider the question of how space can effect employee engagement in the workplace. Mindshift II co-authored with Rex Miller *Change Your Space, Change Your Culture* (Wiley: Josey Bass, 2014)(<http://www.amazon.com/Change-Your-Space-Culture-Transformation/dp/1118937813>).



Recently, *Build Magazine* from the UK announced its 2016 Infrastructure Awards and The ReAlignment Group Ltd was awarded: **Best Lean Project Development Consultancy - North America.**

Awards and Recognition:

- 2016, 2017 and 2018 **Build Magazine Infrastructure Awards**: ReAlignment Group named Best Lean Project Delivery Consultancy, North America
- Dan Fauchier and Dick Bayer transitioned from their pivotal roles as chief facilitators to the entire California Prison Healthcare Receivership to the partnering facilitators on the almost \$900 Stockton Prison Healthcare Facility. Beyond partnering, the ReAlignment Group implemented pull planning on the project to increase work in place from \$1M per day to \$3M per day, allowing the project to finish on time and under budget. The project was awarded the **International Partnering Institutes Diamond Award for Mega Partnered Project of the Year, 2014.**
- In October, 2013, Dick Bayer was presented with the inaugural **Chairman's Award from the Lean Construction Institute** for his work in establishing that organization as the "voice of lean" in the industry.
- The National Building Museum Awarded LCI its **11th Henry C. Turner Prize for Innovation in Construction** "for its work at the forefront of encouraging and educating the industry about the benefits of lean methods," covering the period Dick was its Executive Director.
- Dick Bayer was also featured in the July-August, 2013 issue of *The Military Engineer* under "Leader Profile."
- Speaking engagements since 2014 include:
 - American Construction Schools Annual Competition, Key Note Dinner Speaker (2016)
 - DBIA Western Region Annual Meeting, Key Note (2015)
 - Lean Construction Congress (2015)
 - BizCon 2014
 - Associated Building Contractors (Maui), Merit Contractors ISOC 2014 (Maui),
 - Chain Store Association Annual Convention (Dallas)
 - Retail Contractors Association (Dallas, 2014)
 - Construction Learning Forum (Whistler, BC, Canada, 2014)
 - Lean Construction for Design & Construction Institute of Canada, Atlantic Chapter (Halifax, 2013)

Dick's expertise includes:

- Facilitation, training and coaching for lean capital project development
- Lean design and construction implementation
- Integrated Project Delivery training, strategy, team formation & integration
- Team building, collaboration and partnering
- Organizational Realignment
- Contract negotiation and drafting
- Incentive Plan development
- Thought Leader & Strategic Planner
- Lean trainings and simulation