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EFFECTIVE CHANGE MANAGEMENT IN THE LIFE CYCLE OF AN INFRASTRUCTURE PROJECT

NEIL O DONOGHUE

EXECUTIVE OFFICER

TRANSPORTATION OPERATIONS (TAG)

ENVIRONMENT AND TRANSPORTATION DEPARTMENT

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Have a Good Inspirational Leader

- Who is willing to support and give advice to encourage you to take the lead and make the appropriate changes when required.
- A good Leader is responsible for Cultural Change.

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EFFECTIVE CHANGE

- Effective change is only determined by having good Corporate Policies in place that are conducive to change.

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BE ENERGISED

Be energised to start on this rollercoaster of a project.

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Believe in the Project

Get local supporters who are in favour of the project to win over their local community.
Get political buy in from the local Councillors, Are they in favour of the project.

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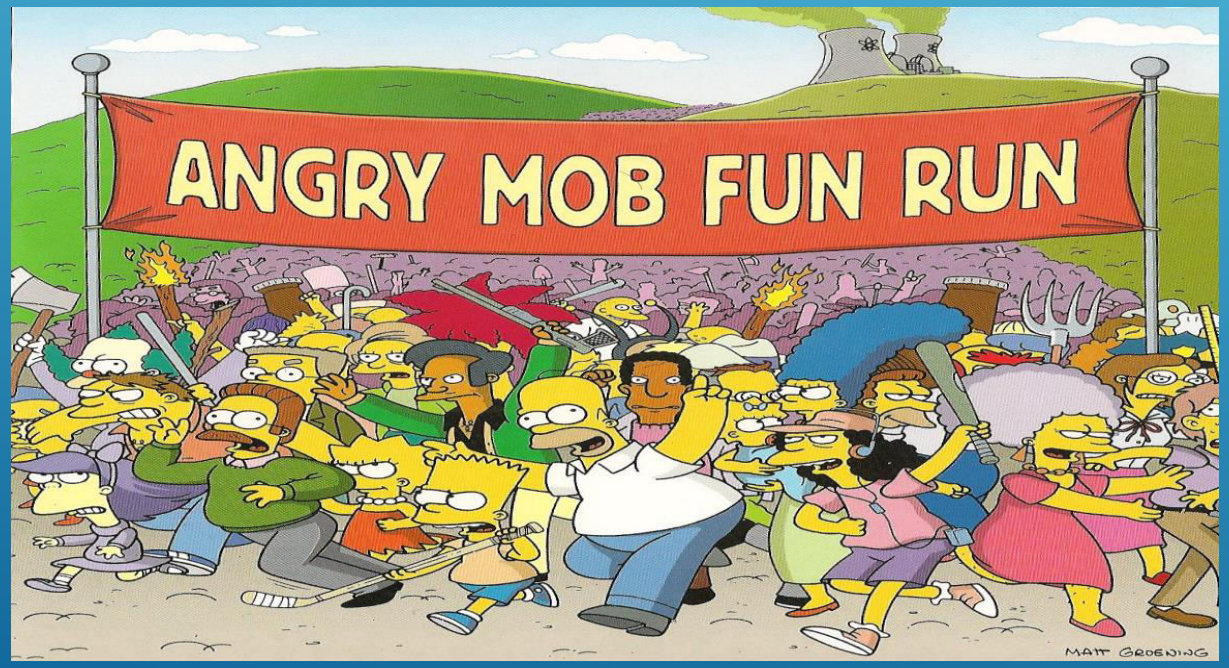
How to overcome Resistance

Respond to these issues as quickly as possible to allay their fears

Listen to their needs and concern and allay their fears.

Respond to conflict quickly and effectively.



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How to overcome Resistance

Encourage openness and honesty and engender an environment of mutual trust and respect.
Communicate with passion that you have a belief in the future vision.

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Its all about influencing

Empower innovation and creativity give opportunities for feedback so that changes can be made to get to the end goal.

It is all about buy in with the community. Encourage solutions from them so they lead the project to conclusion.

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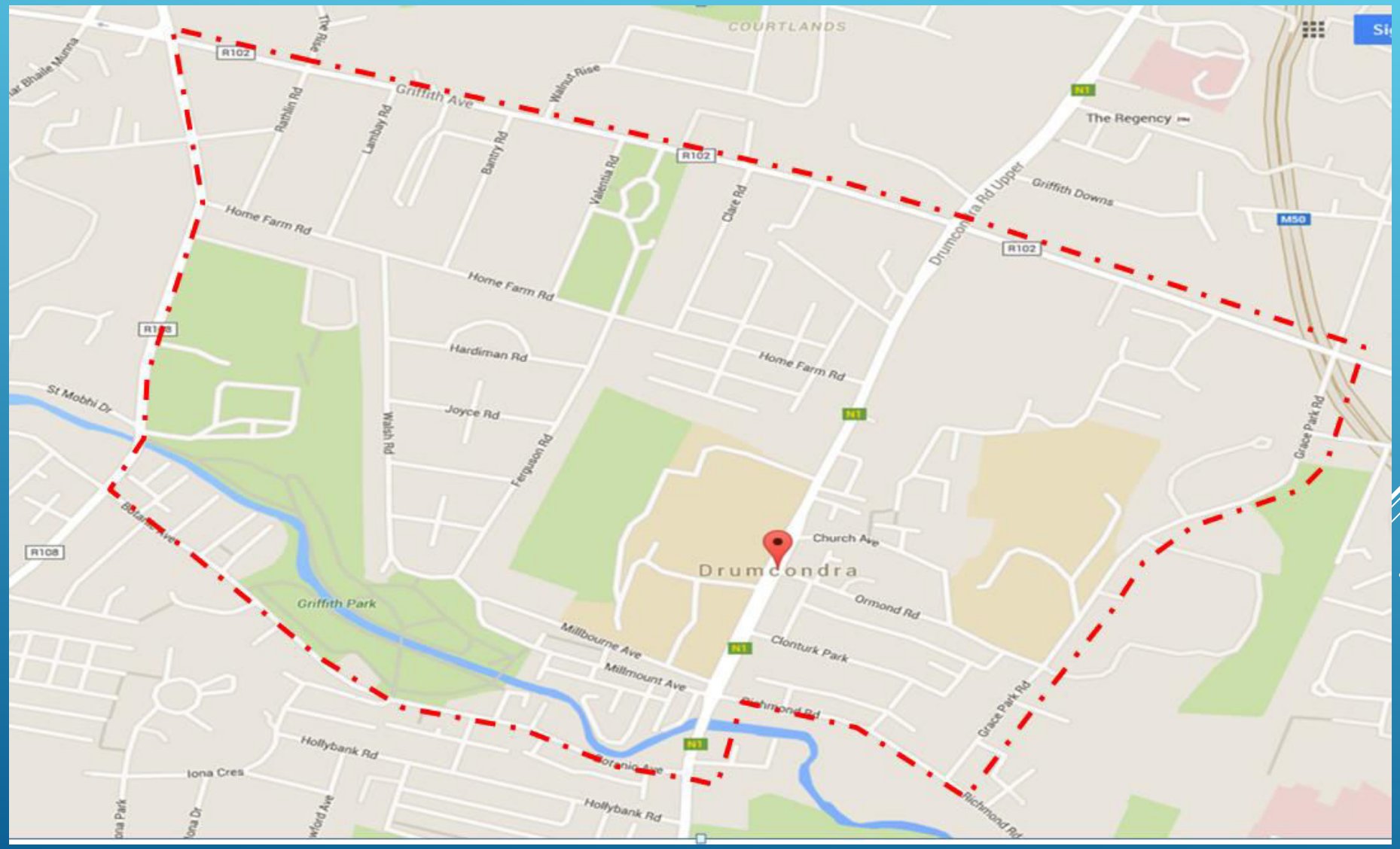
STUDYAREA



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OBJECTIVE OF THE PROJECT

To review safety conditions for all road users and develop a road safety improvement scheme that will reduce the impact of traffic on the area, making it a safer environment for all.

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COMMUNICATION & CONSULTATION PROCESS

- Dublin City Council had an extensive communication process which involved the following
- leaflets to the local community
- Public Meetings in Drumcondra library
- Official online webpage
- Reports made available in the Public Library and online on Dublin City Council Website.

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OPTION DEVELOPMENT

Area Engineer conducted speed surveys, traffic counts and parking surveys

- 1. Staggered Parking,
- 2. Traffic signals at the bottom of Walsh Road/Ferguson Road,
- 3. Circuitous route,
- 4. Road Closure at the top of Walsh Road at the Home Farm junction,
- 5. Road Closure at the top of Ferguson at the Home Farm junction,
- 6. Road Closure on Millmount Avenue/Millbourne Avenue, closing off Millmount Avenue/Millbourne Avenue at the Ferguson Road junction

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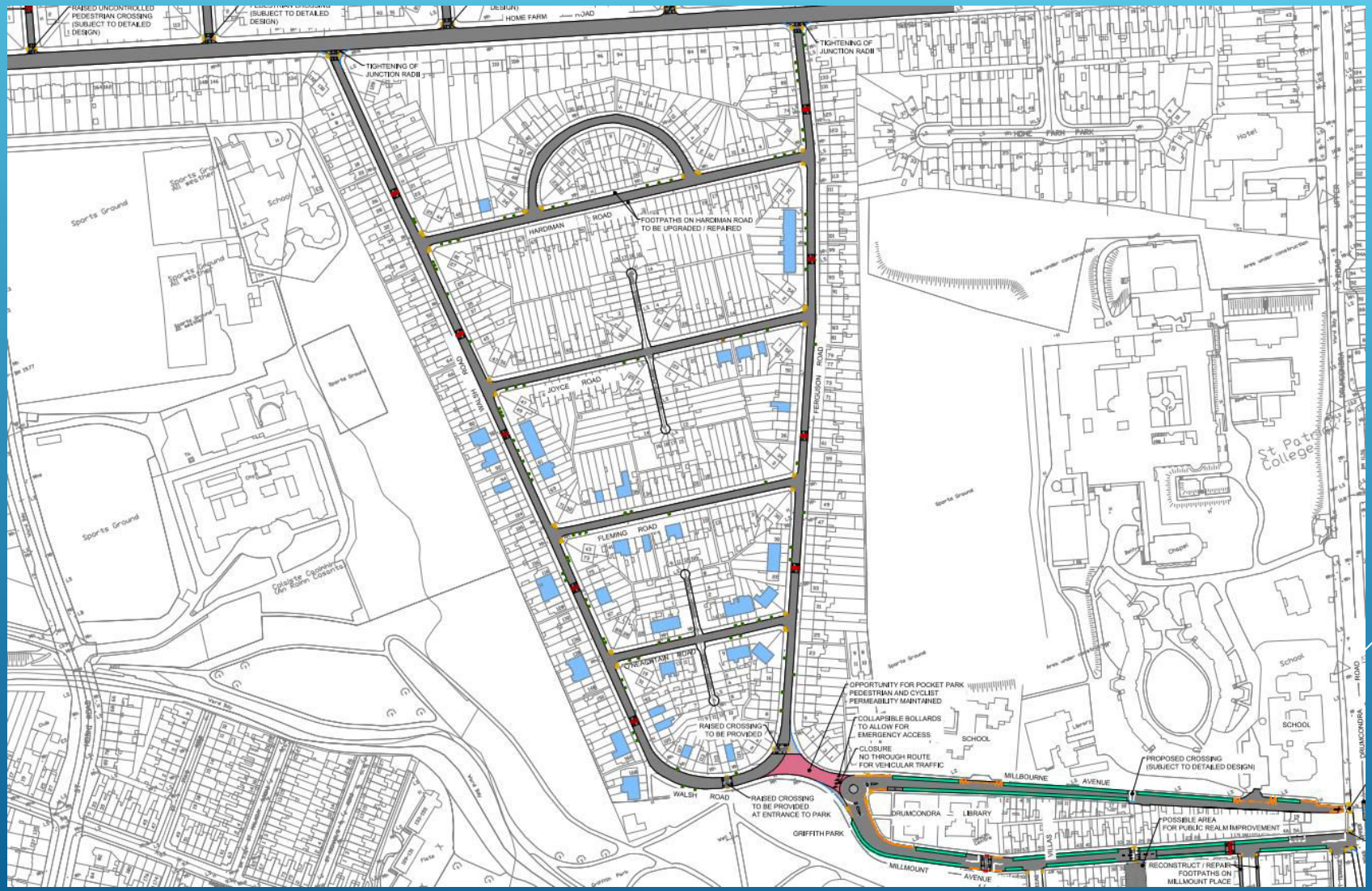
OPTION 6: BOLLARDS & MINI ROUNDABOUT



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APPRAISAL OF OPTIONS

Appraised using DTTAS Common Appraisal Framework Criteria & Scheme Objectives:

Appraisal Criteria	Wider Area Traffic Cell Analysis of Walsh Road, Ferguson Road and Millmount Avenue						
	Existing	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
Economy	1	3	2	4	5	6	7
Integration	5	4	6	4	3	3	2
Environmental	1	4	2	2	5	4	7
Accessibility	5	6	5	3	4	4	1
Physical Activity	1	2	3	3	4	4	5
Safety	1	2	3	6	5	5	7
Cost	7	5	3	5	1	2	5
Overall Score	21	26	24	27	27	28	34
Ranking	6th	4th	5th	3rd	3rd	2nd	1st

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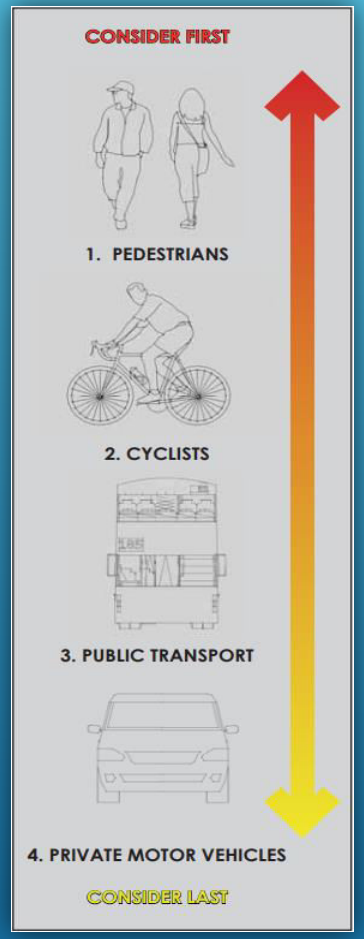

A Filtered Permeable Safe Cycle and Walking Route installed

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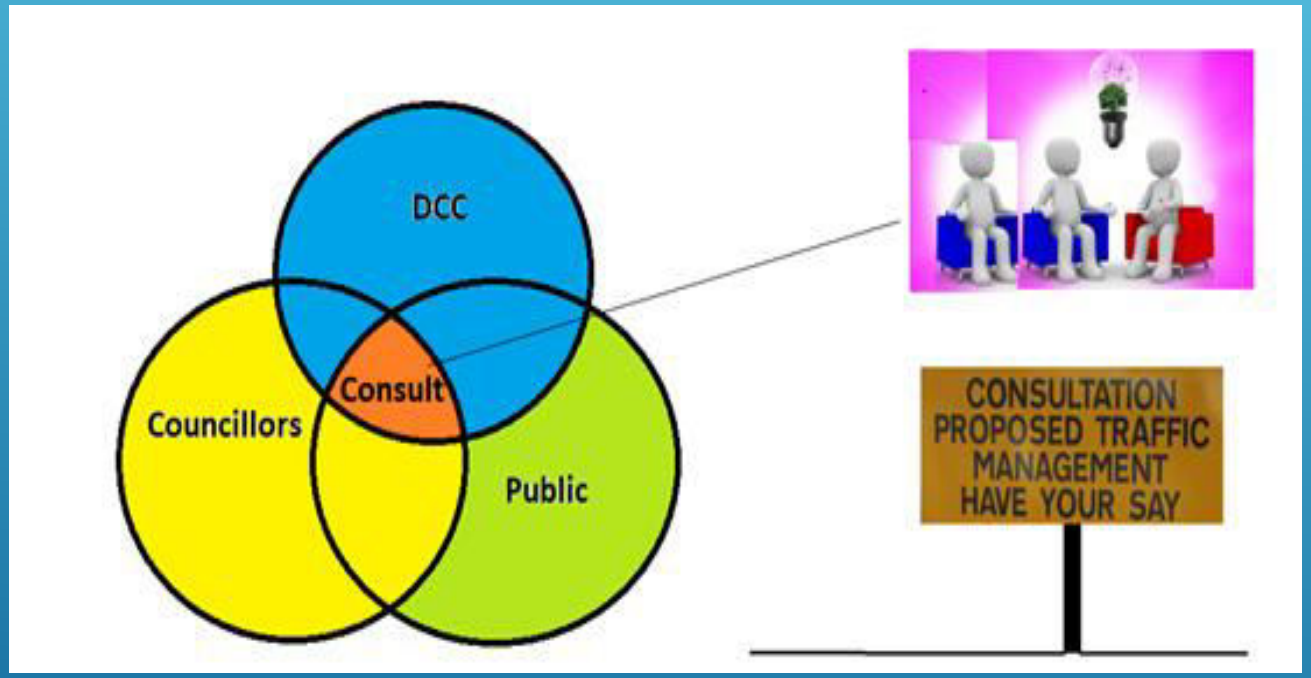
LESSONS LEARNT BY DCC

DCC were criticised for lack of communication and transparency.



DCC will communicate at concept and every stage of the Projects

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- Appraisal Criteria
- Rev 3. Drumcondra Options Report Final 29.06.16
- 60493064_PL_001_option1
- 60493064_PL_002_option2
- 60493064_PL_003_option3
- 60493064_PL_006_option4
- 60493064_PL_007_option5
- 60493064_SK004_A0_option6
- Review of Public Consultation Submissions
- Dublin City Council November Report to Cllrs
- Walsh_Road_Advertisement_17_07_17
- FAQ all responses Walsh Road Pilot Scheme
- Walsh Road Traffic Calming Measures Review Report_15_5_18

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A Sustainable Safe Healthy Liveable area where Public / Children can Once Again enjoy their Community

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Thank You **Go Raibh maith agat**

Email Neil.ODonoghue@dublincity.ie