# WEB STRUCTURES POLICY ON PERSONNEL / RESOURCE ALLOCATION ON PROJECTS AND TASKS

Over a span of 20 years, Web Structures has developed and nurtured a research culture within the practice, where teams are formed around tasks, no matter how small or large, such that ideas are discussed in an open-minded manner and developed to fruition, through the various steps of the design process, which is the hall mark of the practice.

What this means is that from the very beginning, Web Structures has set out to be *process-driven* rather than *person-driven* in the implementation of each and every project. The practice operates such that more than one individual is assigned to a specific task, even if that task requires only one person. There are 2 reasons for this. One, this policy fosters an internal dynamic culture amongst the Web team members who exchange different ideas and options, so that a multi-faceted approach and solutions are thought of and explored. Two, instead of having only one or a couple of individuals knowing all aspects of the project, the Web culture ensures that a large group of people, have in-depth knowledge about the project.

The internal systems within Web Structures that support this process-centric, rather than person-centric implementation process include:

1. Setting up a single project email address for the Web team, which auto-directs all correspondence internally within the Web team. Every project team includes the founder/managing director, the project director and the design audit reviewer.

2. An internal design audit review system which is implemented at key stages of the project, from concept to construction stage.

3. BIM (Building Information Modelling) system such that all the team members work on a single structural model, which incorporates all changes and revisions.

4. All correspondence, drawing and design information and record keeping are server- based and can be accessed by the Web team members anywhere in the world.

Web Structures policy which puts in place process-driven implementation and rejects a person-centric approach, has therefore, an inherently built-in personnel contingency plan which ensures the continuity of the project implementation, despite changes in the composition of the team.

This has been successfully proven in the practice's track record of almost 600 projects in 28 countries in the world.
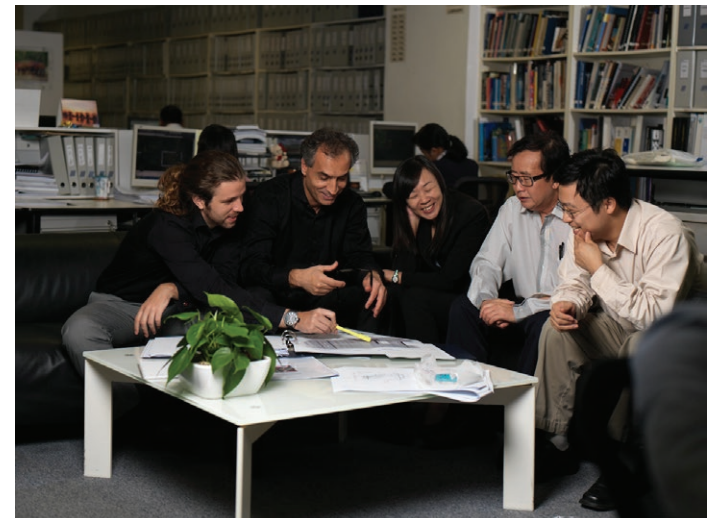

Research driven process


Building Information Modelling (BIM) application on all projects


Global footprint of almost 600 projects in 28 countries