



Pamela J. Neckar MBA
Project Coach
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Pamela J. Neckar is CFO at Bostwick Design Partnership and for 16 years has directed the financial strategy of the firm. She earned her MBA in Organization Development from Cleveland State University. Combining her management training and knowledge of the design and construction industry, she has created Team Development, a unique and specialized method of project coaching. In 2011, she was named to Building Design + Construction's "40 under 40".

Pam has proven that project success comes through teamwork. She is an accomplished Project Coach, consulting owners on achieving superior team performance. Her Team Development process has resulted in enhanced project outcomes including higher owner satisfaction, greater financial success and a positive legacy. She consulted Cleveland Clinic in drafting and executing their first contractual collaboration charter. This document links compensation to project outcomes, leverages profit-at-risk incentives to drive performance and shared project savings.

Pam graduated from John Carroll University in Cleveland, Ohio, with a major in Finance. As CFO, her role is not limited to financial leadership, but includes developing the human capital of the firm through professional development. She has created a firm culture that thrives on clear, open communication and highly transparent financial information.

EDUCATION

Cleveland State University, Master of Business Administration
John Carroll University, Bachelor of Science in Business Administration

PROFESSIONAL RECOGNITION

Building Design + Construction
40 under 40, Class of 2011

LIST OF PRESENTATIONS ON THE TOPIC OF TEAM DEVELOPMENT

2015

Construction Owners Association of America-Virginia Spring Workshop
Richmond, Virginia
"Discovering Project Collaboration Best Practices"
Presentation by Pam Neckar

Construction Owners Association of America-Michigan
Novi, Michigan
"Discovering Project Collaboration Best Practices, Part 2"
Presentation by Pam Neckar

2014

AIA/Master Builders Association Joint Committee
Pittsburgh, Pennsylvania
"Team Development: Process and Outcomes at Cleveland Clinic's Lutheran Hospital"
Presentation by Pam Neckar and Robert Bostwick

Construction Owners Association of America-Fall Spring Workshop
Lansing, Michigan
"Discovering Project Collaboration Best Practices, Part 1"
Presentation by Pam Neckar

AIA Ohio Valley
Kent, Ohio
"The Future Project Team: A Case Study"
Presentation by Pam Neckar and Robert Bostwick

2013

AIA Utah FOREFRONT: Architects as Collaborative Leaders
Salt Lake City, Utah
"The New Team Practice: Accountable, Transformational, Successful"
Presentation by Pam Neckar and Robert Bostwick

AIA Ohio Valley Convention
Louisville, Kentucky
"The New Project Team: Accountable, Transformational, Successful"
Presentation by Pam Neckar and Robert Bostwick

The Partnership for Achieving Construction Excellence
University Park, Pennsylvania
"Building Collaboration: Team Development Process and Impact"
Presentation by Pam Neckar

2012

Construction Owners Association of America - Owners Leadership Conference
Orlando, Florida
"Agree to Succeed: True Teamwork Revolutionizes Project Delivery"
Presentation by Pam Neckar

2011

Healthcare Design - National Conference
Nashville, Tennessee
"Paying it Forward: Risking Profits Up Front Lead to Owner Savings and Team Rewards"
Presentation by Pam Neckar and Robert Bostwick

IPD Summit
Pittsburgh, Pennsylvania
"Owner Benefits of Owner-Controlled Project Team Delivery"
Panel discussion including Pam Neckar and Robert Bostwick