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**Protocol Reference Number 136**

**Developed by** Zavod Republike Slovenije za šolstvo

**Title**

**Common planning with model GROW (Goals, Reality, Options, Way forward)**

**Sources:**

*Bogue, Robert. "Use S.M.A.R.T. goals to launch management by objectives plan". TechRepublic. Wikipedia. Retrieved November 2013*

[https://en.wikipedia.org/wiki/GROW\\_model](https://en.wikipedia.org/wiki/GROW_model) (retrieved 22.3.2017)

[https://en.wikipedia.org/wiki/GROW\\_model](https://en.wikipedia.org/wiki/GROW_model) (retrieved 22.3.2017) says:

“There are a number of different versions of the GROW model. The following table presents one view of the stages but there are others. The 'O' in this version has two meanings.

G	Goal	The Goal is the end point, where the client wants to be. The goal has to be defined in such a way that it is very clear to the client when they have achieved it.
R	Reality	The Current Reality is where the client is now. What are the issues, the challenges, how far are they away from their goal?
O	Obstacles	There will be Obstacles stopping the client getting from where they are now to where they want to go. If there were no Obstacles the client would already have reached their goal.
	Options	Once s/he identifies Obstacles, the client needs to find ways of dealing with them if they are to make progress. These are the Options.
W	Way Forward	The client then need to convert The Options into action steps, which will take him/her to their goal. These are the Way Forward.

**Purpose:** define common goals and plan activities

**Roles:** facilitator, members of learning community. One of them is timekeeper.

**Time:** 60 minutes

1. Individual reflection on the aims and perspectives over questions (5 minutes).
2. Individual presentations 5 minutes (Word circulates, the other does not comment).
3. Clarifying questions (5 minutes).
4. Joint determination of objectives through questions (15 minutes).
5. Checking the consensus (5 minutes).
6. Joint determination of the action / plan with questions (15 minutes).

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7. Checking the consensus (5 minutes).
8. Reflection (5 minutes).

**Concrete goal:** To define goals and norms of functioning commonly

**Process:**

1. Individual reflection / record on the objectives and prospects (**5 minutes**): What I want? What I see/feel as what I would achieve/change/introduce...? How to explain (where I can see reasons)? How it is a situation now? What seems most urgent? What is the most important thing? What will be different/better because of the change? What the change will bring to us?
2. Individual presentations (5 minutes): each tells his reflections on previous issues - no one interrupts or comments: the word circulating in the round;
3. Clarifying questions (5 minutes) to allow space for any unclear issues in connection with what was said. The aim is clarification, not commenting, linking, judging or polemics.
4. Joint goal setting (15 minutes): The group defines the objectives by using the questions: What do we have in common? What is our common goal? What is all we stand for? What is important in this? What is most important? Given what they might disagree? How can we achieve a compromise acceptable for all? What, then, we want to change/introduce/reach? (**GR**) Write down the goals in a SMART way (specific, measurable, attainable/achievable, relevant, time bound).
5. Verification of consensus (5 minutes) to check if everyone agrees with the notes: If not everyone agree, a group define the objectives in the debate with the common consensus: What is it, on which it can agree.
6. Joint setting of action/plan (15 minutes): the group together determines the action/plan by using the questions: What can we do for this purpose? What solutions do we see? What can we influence and what not? What do we need? What/who can help with this? When we are successfully doing something like it? What are the barriers we see? How can we overcome those barriers? What steps can we do?

What is our plan, what steps shall we do? How do we divide the tasks? What is the first step? (**OW**)

7. Checking the consensus (**5 minutes**)

**Debriefing:**

Every individual (in two sentences) summarizes how now sees a common aim and action with his/her role in it.