The GROW Framework

GROW offers a framework to help you explore an issue and reach a plan of action.

Goal   What do you want to achieve?

Reality   What is the current situation?

Options   What could you do?

Will   What will you do?

Hopefully you will already have thought of a current issue for yourself or for your department. This should probably be different to the issue that you brought along to the `Tools and Techniques' session yesterday. Some examples might be how can you increase postgraduate level teaching, or expand research capability in new areas, or develop new undergraduate courses to respond to changing demands etc.

You are now asked to spend 15-20 minutes answering the questions below. Hopefully going through this fairly structured approach will enable you to generate a goal and a number of possible strategies for reaching your goal. It will also help you to identify and plan the best course of action. After 20 minutes you will be invited to share your options and probable course of action with fellow syndicate members.

GOAL

What are you trying to achieve?

- Imagine that you have successfully achieved your goal. How will you know that you have been successful?

- What does success look like for you?; for others in your Department?; for others in the University?

- What does success feel like for you?; for others in your Department?; for others in the University?

REALITY

- Why is it important that you achieve this goal?

- In summary, what are the key features of the current context that prompted the setting of this goal?

- Who else is involved and what are their views?

- What has already been done and what has the impact of this been?

OPTIONS

- What options do you have' What else could you do?

- If you asked a `wise friend' what would they advise you to do?

- If you had absolutely no constraints - of time, money or power - what would you do?

WILL

- You have just generated a set of options. Looking back at these options, give them a rough score of 1-10 according to how attractive they look to you.

- Looking over your list of (options, which options would you actually pursue?
  For each chosen option what, specifically, will you do?

- What deadlines will you set for yourself?
  What help or support do you need?

- Who will suffer if you don't address this issue?
  What is the first step that,, ou will take?