

'GRPR' LITE...

GOALS, ROLES, PROCEDURES AND RELATIONSHIPS



The GRPR Model is a useful approach to use as a base in the Forming stage of a Team or Project. It helps to set expectations and how the Team will work together.

Ref: Rubin, Plovnik and Fry – Task oriented Project development

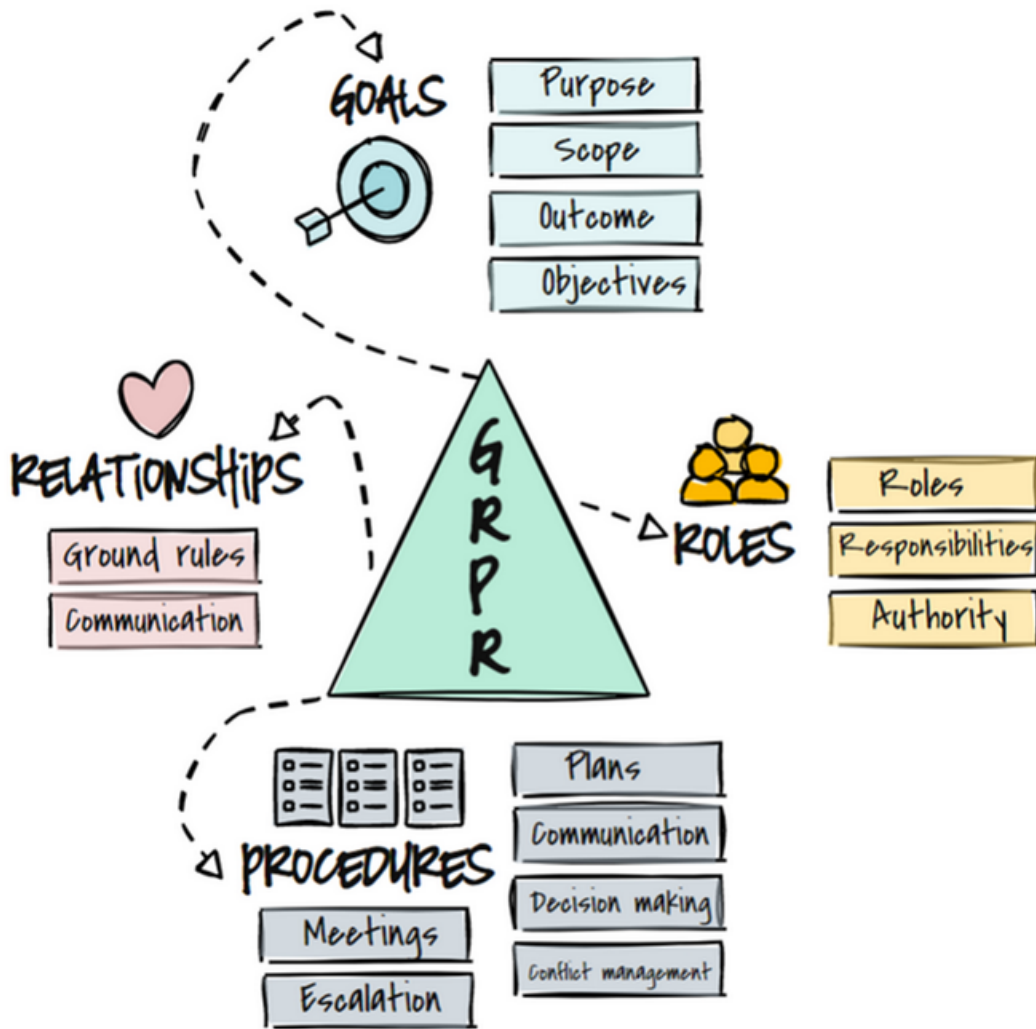


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Goals

Identify your success criteria. What will success look like. Convert these criteria into SMART Goals. Break the goals into smaller chunks with Team member accountability.



Roles and Responsibilities

A balanced Team will have a mix of people, some of who carry out most of the tasks, some to keep the team on track, others to keep the team on process and those who keep the team honest. Look to place people according to their strengths where possible.



Procedures

Set out how the team will work together. What are the ground rules? How will you deal with conflict? Make decisions? Problem solve? Run meetings?



Relationships

Key to relationships is building of trust and positive connections. Communication needs to be open. Team member efforts need to be recognised. Build a team who realises they cannot perform without everyone's effort.

