

Why

To avoid too much analysis, planning and discussion when it is not really necessary.

What

Teaching people to interact in a way that ensures that they are focused on finding solutions instead of on being right or imposing their ego.

How

An example of a method you can use is GROW. Together, get people to define:

- ▶ What is the Goal we want to attain? (No solutions at this point, only output goals.)
- ▶ What is the current Reality? What is blocking our ambition, what is not helping?
- ▶ What Options/Opportunities can we identify? List them but do not discuss them at this point.
- ▶ What is the Way forward? Here you can have a good debate on the pros and cons of each option OR you can choose to take an option that seems good enough and could work in the spirit of: let's not analyze and talk too much, let's try something that might work and let's see what happens, we can always change our approach.

When

When tackling practical, day-to-day problems.

Skills and necessary training

Familiarize yourself with the GROW concept.

Critical success factors

Following the concept, not allowing discussion until the end.

Possible workshop exercise

Apply GROW to a real problem.