

Guiding GROWth Model

Goal

What do you want to achieve?

Reality

Where are you now?

Options

What could you do?

Will

What will you do?



Goal

What do you want to achieve?

What outcomes do you want to create in the system?

Define a goal that acknowledges

- Who else is impacted?
- What processes are involved?
- What constraints or conditions matter?
- What does success look like in the broader system, not just one task?

Reality

What is happening now?

What does the current system look like, and how do its parts interact?

Explores the current situation, challenges, and context

- What is happening now?
- What have you tried so far?
- What are the key components of this system?
- What depends on what?
- Where do delays, errors, or miscommunications usually occur?
- What patterns do you notice?

Options

What could you do?

What leverage points in the system?

Brainstorming phase to explore possibilities and alternatives

- What are your options?
- What else could you try?
- Who could help you?
- If we adjust a step, what else changes?
- What options reduce problems?
- What is the impact of doing it this way versus that way?
- What options strengthens the whole system?

Will

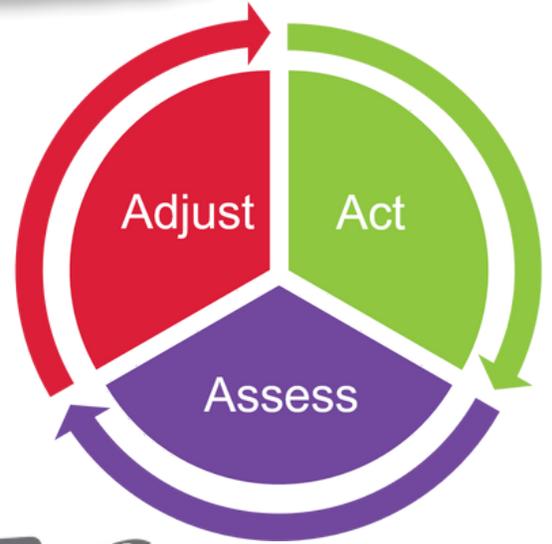
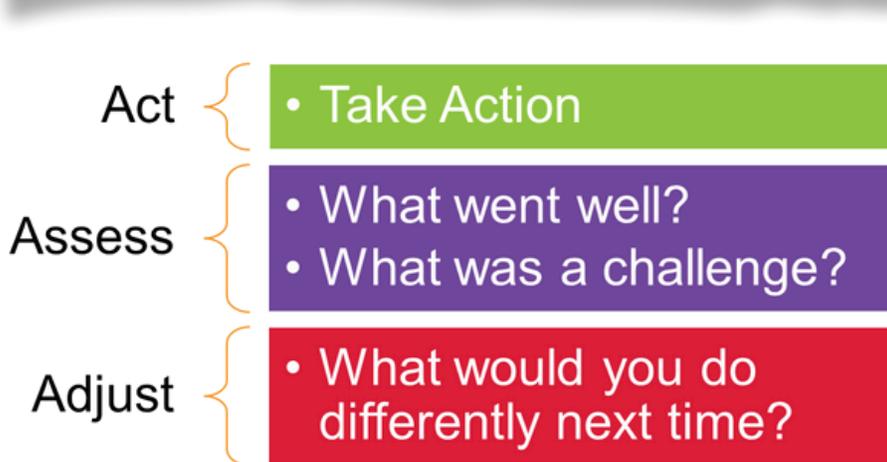
What will you do next?

How will you act with the whole system in mind?

Commitment and action planning

- What will you do next?
- What support do you need?
- How will you check if it improved the overall process?
- Who else needs to know about your plan?
- How will you gather feedback from other parts of the system?
- What indicators will show that the system is working better?

Learning Loop



Notes

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