



# GROW model TEMPLATE

Title of workshop		The GROW model
AIM		This session aims to use the GROW model template to support a conversation between colleagues acting as critical friends to a proposed voice initiative
PARTICIPANTS		Any group of teachers planning to undertake an initiative in school. Most suited for groups of 8-12. However, the model can be used to support individual initiatives as well.
ROOM LAYOUT		Two round tables
FACILITATOR		Lead teacher for the project in question
TIME		60 minutes
STEP 1	15 min	<i>Group A</i> present their plan using the <b>GROW Template</b> to <i>Group B</i> . (15 mins), <i>Group B</i> listens and can only ask questions for clarification purposes. It is important that the conversation stays on track and is about <i>Group A's</i> plan. Ideally, the groups should be small in size.
STEP 2	15 min	<i>Group A</i> takes some time to take on board the insights members have gained to adjust their plan. <i>Members of Group B</i> consider what they have learnt from the conversation.
STEP 3	30 min	Repeat the process where <i>Group B</i> gets a chance to present its plan using the <b>GROW Template</b> . This activity works best if, in the second rotation, groups present to a new group and not the one they have just been working with.

# GROW MODEL TEMPLATE

## Goal

### What would you like to achieve?

What is the goal of the voice initiative you are planning? (in the classroom or in the wider school). Try to be specific about what a successful outcome would look like.

## Current Reality

### What is going on now?

How close are you to achieving your goal? On a scale of 1 – 10. Be as honest as you can as you explain why you have given it this rating.

## Options

### What are your options/opportunities to get this initiative underway?

What are the opportunities/obstacles?  
What if they were removed?  
Who can make this happen?

## Way forward

### What will you do now?

Individually, collectively, what are the first steps?  
Who are the key players beyond this group?  
Try to articulate some clear action points.