

The purpose of the GRIP model is to improve team performance through clear delegation.



The GRIP model describes four critical components of high performing teamwork. Intentionally developing the four components is extremely helpful in building new teams, changing old teams, and diagnosing team problems and creating their solutions.



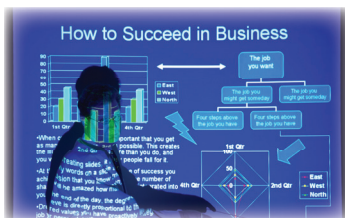
Goal seeks clarity of purpose and direction as well as alignment with organizational vision, mission, and strategy. It asks that you understand the desires of your customers. Further, it encourages alignment and commitment on the part of every member of the team.



Roles asks for acceptance and clarity on the part that each member of the team will play. It is about expectations and accountability, clear boundaries, and identifying and filling gaps in responsibility.



Interpersonal dynamics describes the trust team members have for one another, the quality of communication and collaboration, sensitivity, and flexibility with each other, and effective methods for dealing with conflict, motivation, and accountability.



Processes includes how decisions are made, how the team solves problems, as well as addresses work processes, procedures, and workflow necessary to do the job effectively and efficiently.

TUCKMAN'S STAGES OF GROUP DEVELOPMENT

1. *Forming*

- Tasks:
- * Establishing base level of expectations and similarities
 - * Finding (tentative) agreement on common goals

- Behaviors:
- * Gathering information on nature of group's tasks
 - * Boundary testing concerning relationships and task behaviors; determining acceptable interpersonal behavior
 - * Making contact/bonding; developing trust



2. *Storming*

- Tasks:
- * Redefining tasks and goals
 - * Identifying power/control issues
 - * Gaining skills - communication, identifying resources

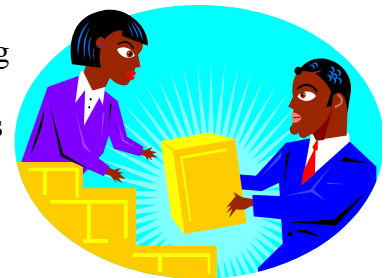
- Behaviors:
- * Expressing differences - ideas, feelings, opinions
 - * Determining individuals' commitment to group and acceptance of group goals
 - * Reacting to leadership and the group's control over individuality



3. *Norming*

- Tasks:
- * Agreeing about roles and processes for problem-solving
 - * Developing continuity and group identity
 - * Performing function and beginning to meet group goals

- Behaviors:
- * Negotiating, using consensus
 - * Arrival at solutions resulting in group cohesion



4. *Performing*

- Tasks:
- * Achieving effective and satisfying solution to problem, with appropriate controls

- Behaviors:
- * Working in collaboration
 - * Caring about others
 - * Establishing unique identity as a group



Adapted from the work of B.W. Tuckman