Improve Delegation with the GRPI Model

Blakes | Leadership Conversations that Matter

This exercise offers a simple way get accurate feedback about current functioning with individuals and teams.
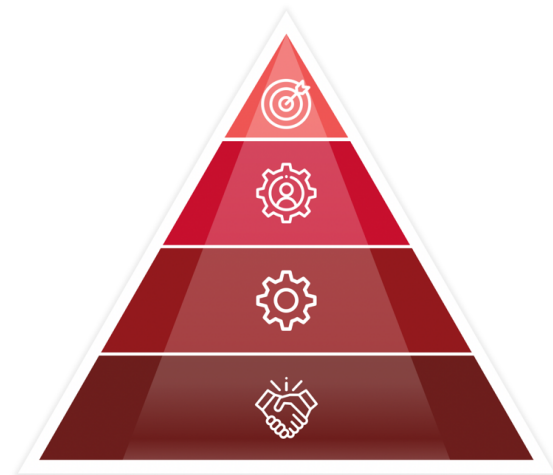
GRPI Model

Goals

Great delegators motivate others by telling the story of "the big picture" or "why" of a project.

Roles

Great delegators help followers identify clear roles of accountability. It is important to communicate any necessary overlap that occurs across roles.

Procedures

Great delegators help identify the expected workflow processes needed to get from the start to the end of a goal. This includes <u>who</u> can make <u>what</u> decisions.

Interpersonal

Great delegators know that team members must know each other, understand each other's strengths and challenges and be able to collaborate effectively. Work to enable trust, open communication, and collaboration within the team.

Assessing your team on the following scale:

		LOW	DEVELOPING	HIGH
1.	The team is clear on its shared goals	1	2	3
2.	Team members are clear on their roles and responsibilities	1	2	3
3.	There are clear operating procedures to ensure effective workflow	1	2	3
4.	There is a climate of trust, appreciation, and support among team members	1	2	3

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