This Topic and Why
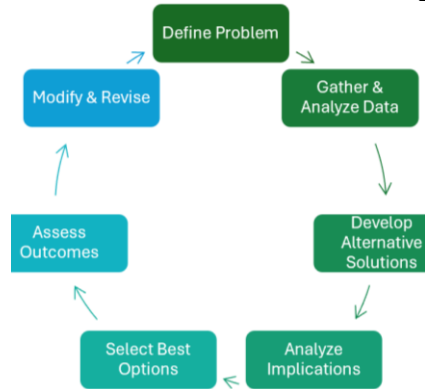
Court leaders are continually faced with the need to solve problems. This series shares different problem-solving techniques. Models build from the traditional problem-solving pattern as depicted to the right; these models offer different approaches, and maybe inspiration, to use a process to resolve issues.

This introductory issue commences the problem-solving series with one practice labelled as GROW.

Traditional Problem Solving

Define Problem → Gather & Analyze Data → Develop Alternative Solutions → Analyze Implications → Select Best Options → Assess Outcomes → Modify & Revise

Focus in This Issue:

G R O W

Goal
Reality
Options
Way

The Challenge: To identify a simple model to guide court leader problem solving, regardless of the topic.

The Solution: Apply the GROW method. GROW stands for the inquiries to make. Ask and answer these questions:
1. What is or are your **goals**? What do you want to do or to change or to improve?
2. What are the current **realities**? What are the current strengths and weaknesses? What is occurring now?
3. What **options** do you have and what can be done right now? Which changes or actions can be started?
4. What is a **way** forward? What actions can be started? What can and will you do? Who needs to help? What is the timeline or deadline to move forward?

GROW: Goal – Reality – Options – Way (or) Will Forward

G — Step 1 – GOAL
What do you want to do? What do you want to change?

Goal(s):
1.
2.
3.

R — Step 2 – REALITY
What are current strengths? What are current weaknesses? What is happening now?

Current Reality: Strengths | Current Reality: Weaknesses

O — Step 3 – OPTIONS
What can you do right now? What changes or improvements can you make/start? What options do you have?

What will you consider as options? Possibilities?
Option | Option | Option

W — Step 4–WAY or WILL
What is a way forward? What is an option to move forward? What will you do? What actions will you take? Who needs to help? What timeline or deadline will you have?

What is a way to move forward? What will you do (actions)?

Who needs to help?

What timeline or deadline will you have?
By when? | By when? | By when?

Content adapted from: Grant, H. "Get Your Team to do What it Says It's Going to Do," Harvard Business Review, May 2014, and Harvard Business Review, On Point, Summer 2018, Ibarra H., and Scoular A. "The Leader as Coach," Harvard Business Review, Nov-Dec 2019, and, Fine, A. You Already know How to be Great, 2011.   G R O W Worksheet Rev 6-9-2021

Using This Method
✓ Ask lots of questions using this GROW structure
✓ Seek to have an open mind as you are asking

Competencies to Use
✓ The ability to ask questions and make sincere queries about the situation
✓ The interest in being creative and non-judgmental

Suggestions
✓ Repeat the process of asking questions, going through the steps multiple times
✓ Add an "E" (GROW-E) to the process to evaluate and assess outcomes
✓ Do not forget to include information about who needs to help and time deadlines to move the work forward
✓ This model is useful on work and non-work situations

Contact:

www.courtleader.net
jcornellaz@cox.net
linkedin.com/in/janet-g-cornell-consultant/

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Resources
Grant, H. "Get Your Team to do What it Says It's Going to Do," Harvard Business Review, May 2014, Harvard Business Review, On Point, Summer 2018, Ibarra H., and Scoular A. "The Leader as Coach," Harvard Business Review, Nov-Dec 2019, and, Fine, A. You Already know How to be Great, 2011.
https://courtleader.net/wp-content/uploads/2024/07/grow-worksheet-rev-6-9-21.docx