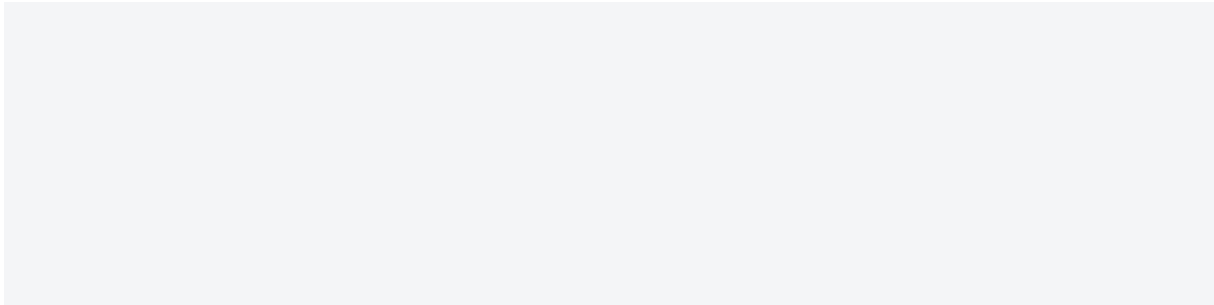
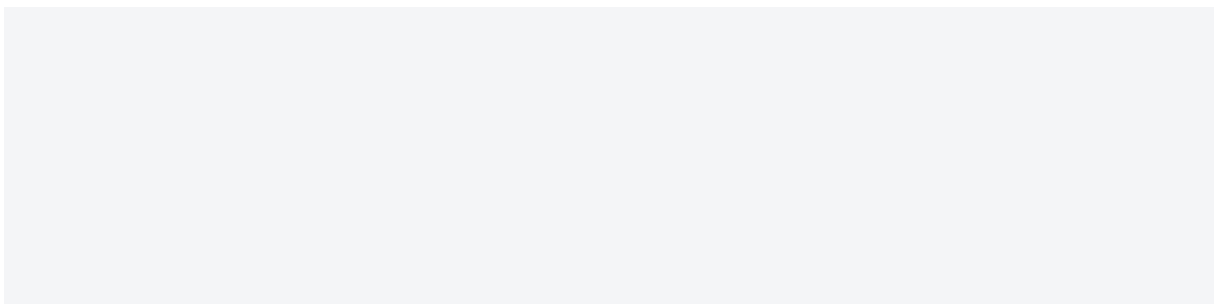


## GROW with your Team

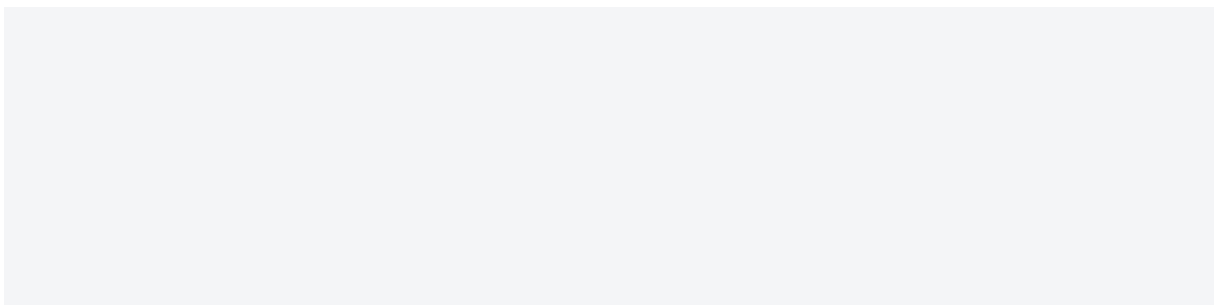
**ESTABLISH THE GOAL** With your team member(s) define and agree to the goal or desired outcome. SMART goals are recommended. (Specific, Measurable, Achievable, Relevant, Time-Bound). Be sure all voices are heard and that all voices agree to the set goal.



**EXPLORE THE REALITY** Gather the information that is required to achieve the goal. What is happening now? What, who, when, how often? What will be the effect or result of that?



**BRAINSTORM OPTIONS** Work together to generate ideas. What else could you do? What if this or that constraint was removed? Identify sun or shadow side of each option. What factors will the team use to weigh the options?



**MAP THE WAY FORWARD** What option is most likely to succeed? What will we do now? By when? What could derail us? How will we overcome it? Will this address our goal? What role will each team member play? How will we celebrate when we achieve our goal?

