

Let's GROW

[Project Name]

Step 1

Goal: Define objectives and key results (OKR)

A. Objective

Write your objective as a... How Might We Statement

Formula

How might we [enable/help/empower] [customer type] to... [behaviour] in order to... [customer goal]?

B. Identify 3-5 key results – Key Performance Indicators (KPIs)

Brainstorm key results and dot vote.

Refine the objective into 3-5 key results (KPIs). KPIs should be specific, time-bound, aggressive yet realistic, measurable, and verifiable. They are how you measure success or progress towards the objective = Key Performance Indicators (KPIs)

Dot voting – 3 votes each



Step 2

Reality - Fish on the table

Where are we now? What are the challenges? What have we learnt? Do we understand the problem?

Where are we?

For example: Progress to date, current status, sunk costs, and development budget.

What are the challenges?

For example: Scope creep, resource constraints, communications, time management and risk management.

What have we learnt?

For example: Team collaboration and leadership, clear communications, risk management and flexibility

Do we understand the challenge?



Step 3

Options

What are our options and needs for this project? Brainstorm deliveries.



Dot voting when complete – 3 votes each



Step 4

Will

Let's get concrete about the actions. What will we do? Next steps and prioritisation.

Dot voting – 3 votes each



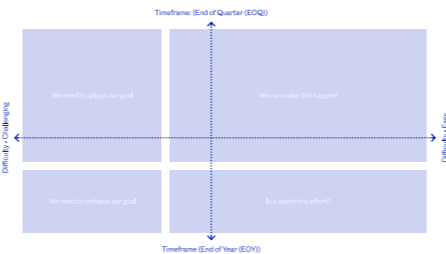
Prioritise your options – copy and paste from previous exercise. Add more if needed. Dot vote when complete.

Now

Next

Later

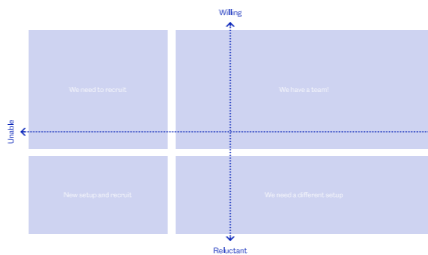
Reflect on the step 1. How achievable are these goals and objectives before the end of the next quarter?



Step 5

Paddlers & resources

People, who can and will?



Who are we missing?

Internal and external

Resources

What resources are available? Think time, budget, tools and backing

What are we missing

What resources are we lacking?

