**GROW:** The GROW Model is a coaching paradigm for releasing potential and possibilities in conversations, meetings, and everyday leadership. Sir John Whitmore, one of our co-founders, and his colleagues founded GROW in the late 1980s. It has subsequently become the most widely used problem-solving, goal-setting, and performance-improvement coaching paradigm in the world.

* **Goal, Reality, Options, Will:**

**Goal:** What do you want? we want to solve the Visa refuser for the international speaker and trainers.

**Reality:** Where are you now? So far, we have done nothing but try to think of an alternative or another way to get this Visa, but there is no actual implementation of any solutions.

**Options:** What could you do? We can negotiate with the Ministry of Foreign Affairs to obtain a Visa again, or search for another speaker or trainer from a country that doesn’t need a Visa, or search for a local speaker or trainer.

**Will:** What will you do?We found the best way to bypass this problem by finding a local speaker and two trainers to replace the person who couldn’t attend, and this what we will do.

Reference: <https://www.performanceconsultants.com/grow-model>