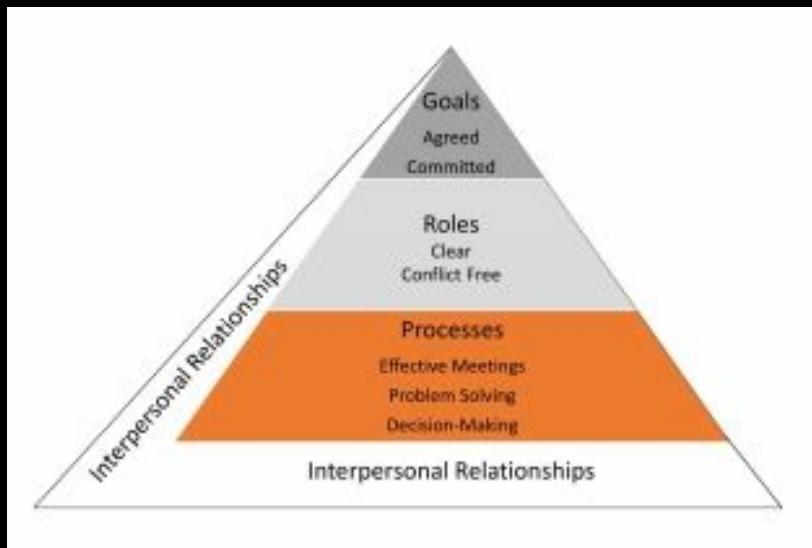# The GRPI Model

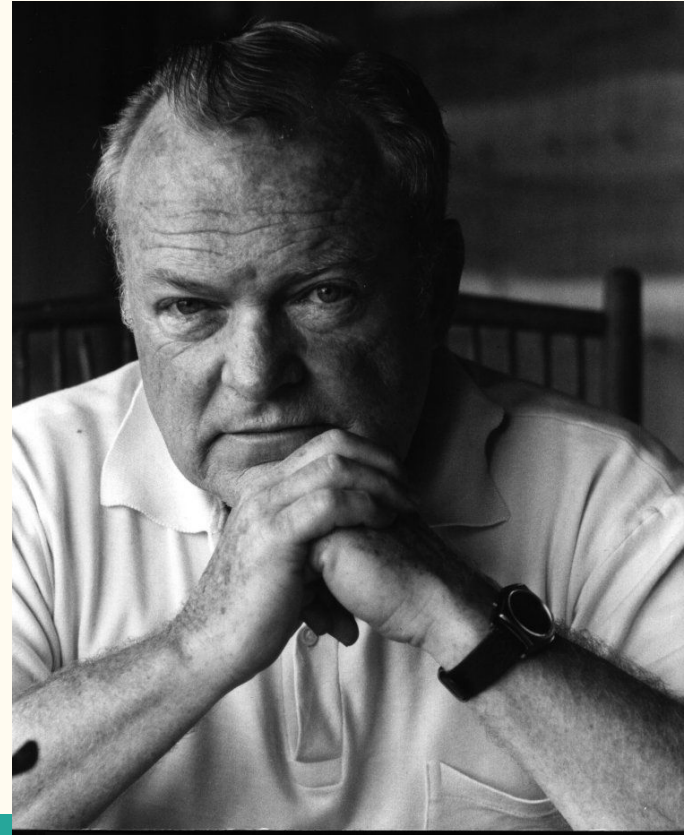## Goals, Roles, Processes, and Interpersonal Relationships

SELF Fellows 2019

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Author

- Adjunct professor at MIT

- Died in 1999

- Organizational Theorist

- Wanted to diagnose team dysfunction

- Began the Organization Development Network

Goals

Are we on the same page?

- Agreed
- Committed

Tuckman's Model?

Roles

How can we support the goals established by the team?

- Giving out roles

- Ensure group members know their responsibilities when assigned a role

*Remember: roles are given to ensure maximum efficiency within a group

Processes

- Clear levels of authority and coordination of workload
- How work gets done:
  - Make decisions
  - Allocate resources
  - Communicate
  - Solve problems that arise
- If not used:
  - Frustrations grow
  - Team develops interpersonal strife

Interpersonal Relationships

Do we trust each other? Important aspects of interpersonal relationships are:

- Open communication between group members
- Good environment for unique ideas, discouraging yes men, and allows critics
- An understanding of each group member's strengths and weaknesses

Group members can improve interpersonal relationships through simple acts of kindness and thoughtful listening. Most basic friendship tactics improve interpersonal relationships.

The Usefulness of the GRPI Model:

- Helps with diagnosing interpersonal relationships with the team

- Strong team = strong end product

- Point of fix solution

- Helps with forming/storming phase

- Rational structured entities