

# The GRPI Tool for Effective Teams

<b>Goals</b>	<b>Purpose Questions</b> <ul style="list-style-type: none"> <li>• Who we are</li> <li>• What we do</li> <li>• For whom do we do it</li> <li>• Why we do it</li> </ul>	<b>Task Questions:</b> <ul style="list-style-type: none"> <li>• What's the work and how is it sequenced (milestones)?</li> <li>• What are the priorities</li> <li>• How is success measured?</li> </ul>
<b>Roles &amp; Responsibilities</b>	<ul style="list-style-type: none"> <li>• Where does leadership for this team/group reside?</li> <li>• How is the work divided up?</li> <li>• Individual responsibilities, accountabilities, authority</li> <li>• How are roles addressed across interfaces?</li> <li>• To whom am I responsible and who is responsible to me?</li> </ul>	
<b>Processes &amp; Procedures</b>	<ul style="list-style-type: none"> <li>• How is our work organized?</li> <li>• How do we "operate".....what are the important "norms"?</li> <li>• How and when do we communicate, and to whom?</li> <li>• All infrastructures: performance management, decision making, problem-solving, resolving conflict, organization structure, team/group versus individual practices, etc.</li> </ul>	
<b>Interpersonal Relationships</b>	<ul style="list-style-type: none"> <li>• How do we work together in a mutually supportive way?</li> <li>• What do we need from one another and what do we get/not get?</li> <li>• What are our expectations of one another and of the group?</li> <li>• How do we give feedback to one another?</li> <li>• Trust, support.....saying what we'll do and doing what we say.</li> </ul>	

