

# GRPI Model English

## Introduction

Building a strong foundation within a company is one of the challenges that the human resources department is facing. There are unique differences in every company because of the diverse employees that are part of the team. Not to mention the different leadership styles that the leaders of each company have. The GRPI model would answer the questions to your concerns with regards to having an effective teamwork. This model follows a step-by-step procedure that makes it easy to understand.

## Definition

The GRPI model was initially developed by Richard Beckhard (1972). It addresses team cooperation through identifying the Goals for the team, clarifying Roles of each team member, discussing the Processes and responsibilities needed for the team to run effectively, and working on the Interpersonal skills of team members.

## When to Use it

- When you want to have strategic planning for the company.
- When you want to evaluate the effectivity of the company' s teamwork.
- When organizing tasks and assigning roles to members.
- Determine if the efforts of the members were helpful to achieve the goals.
- Analyze the workflow by using the GRPI model as a diagnosis.

## Details

GRPI model is an acronym that stands for G- goals, R- roles, P- process, and I- interpersonal relations.



## Example:

Here is an example of how it works:

G: State the GOALS of the team.

Successful business meeting with other company.

R: Assign ROLES to members that have a vital role in achieving the goals.

The HR manager will assign the members who will present during the meeting.

P: Make sure that the PROCESSES or tasks are relevant to the goals.

The business meeting will start with an opening program followed by setting the objectives of the meeting.

I: Have a good INTERPERSONAL RELATIONS among members to have a smooth workflow.

If there are questions, team members could ask their superior at ease. If there are suggestions, all team members are welcome to suggest.

## References:

[https://www.aihr.com/blog/grpi-](https://www.aihr.com/blog/grpi-model/#:~:text=The%20GRPI%20model%20is%20a,Processes%20and%20Procedures)

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