

To become
more efficient

To free up
time for research

To create a common
image of the future

GRANTS FOR GOALS[®]

Inventory of Resources to find Strengths, Areas for Improvement and Ways of Working

Outcome

When finishing Grants for Goals the group will have agreed on a common vision, objectives and activities with deadlines and distributed responsibilities. For a more proactive style of work the group will also be given the option to set new routines and responsibilities.

Why

Strong research attracts external funding and contributes to a strong university. By studying how successful researchers work and combining it with models for strategic work and group dynamics we have developed a basis for discussion called “Grants for Goals”. The purpose is to provide conditions for our researchers to proactively work towards their research objectives by establishing a long term strategy. So far the results are very positive when it comes to identifying new opportunities, creating a common image of the future and collaboration with a robust plan for research and funding.

What

Grants for Goals is developed from the challenges in the researcher’s reality. As a first step the group’s assets and strengths are explored. By then discussing the present state and the future and by formulating vision, objectives and strategies the group can decide on what strategies and activities to use to move efficiently forward. Grants for Goals is developed in collaboration with the leadership development officer at the university and should the group need to work on their collaboration within the group the leadership development officer can offer further support.

How

The process of Grants for Goals may benefit from being layed out over a longer period of time.

The basis for discussion is organised in five modules with some group work in between. Module 1 is an introduction to Grants for Goals spanning over 45 minutes and could be scheduled to a regular meeting. Module 2-5 should be about three hours each, preferably separated by a few weeks but can also be scheduled to a continuous seminar. Development can be difficult to push forward and groups tend to cling to known problems, this is why the Grants Office takes on the task of conducting the discussion as well as analysing the results and driving the process forward.

Onwards

With Grants for Goals, the group draws a common map on the present state and the future as well as the path ahead. It is crucial that the group is committed and willing to evolve and update their plans for the future. To be able to move forward in a changing environment beyond Grants for Goals, a clear and accepted leadership as well as focus on structure and proactivity is needed.

