To become
mor efficient

To free up
time for research

To create a common
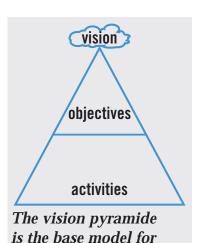**image of the future**

GRANTS FOR GOALS ®

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

Outcome

When nishing 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.

The vision pyramide is the base model for Grants for Goals.

What

Grants for Goals is developed from the challenges in the researcher's reality. As a rst 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 trieThe basis for discussion 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, prefnhouldsq,735I9oble28 conductrivgatheidisclssing 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. as well as analysing environment beyond Grants for Goals, a clear and accepted leadership as well as focus on structure and proactivity is needed.