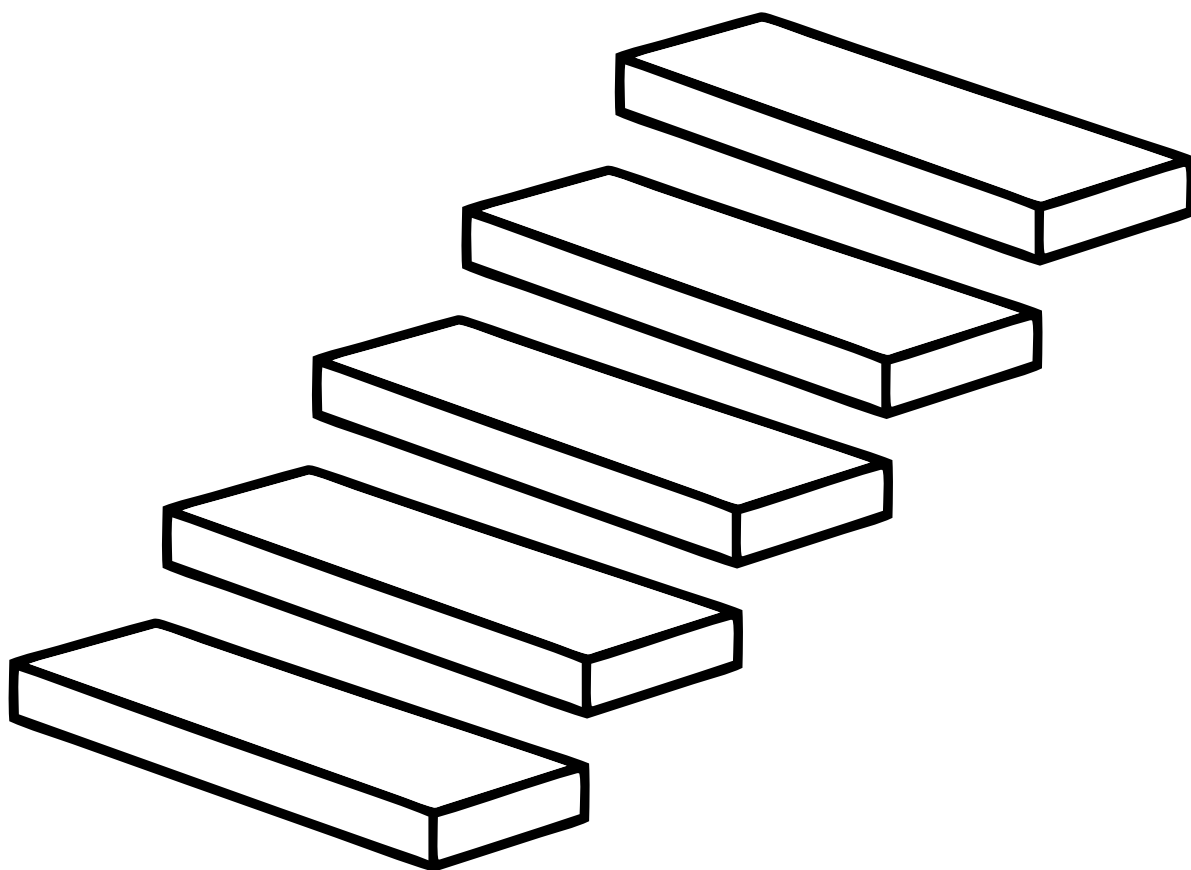
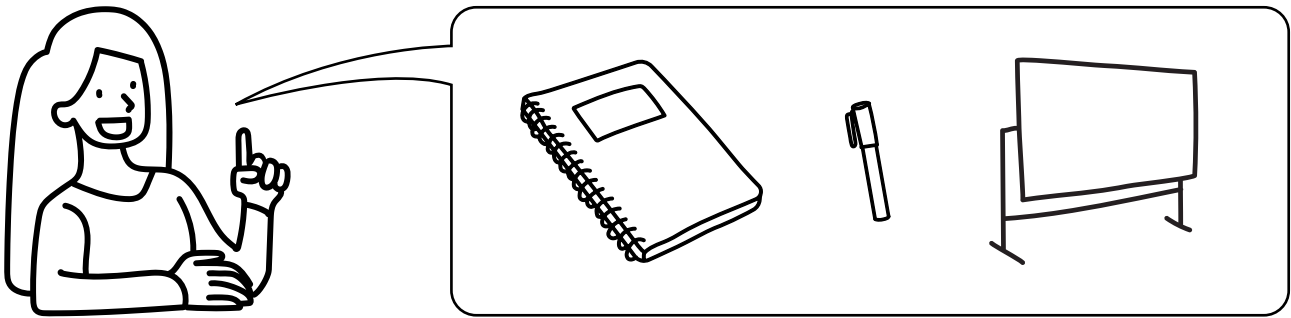


NÖHRA





NÖHRA is a step-by-step model for structured group work. The model is used to create a shared understanding of the current situation, define a desired situation, identify obstacles, make resources visible, and decide on concrete actions. All steps are done together and in order, which creates clarity, participation, and focus going forward.

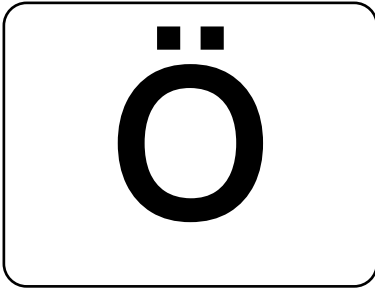


N

Current situation

Where are we now?

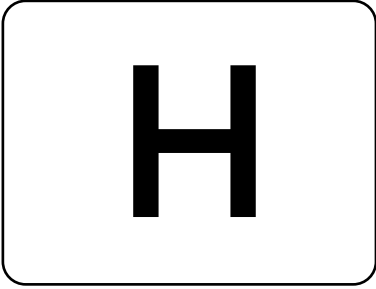
- 1** Describe how things are right now.
Everyone gets to share and agree on
the current situation
- 2** Spend 10 minutes on the above
- 3** Nice! Now everyone is on the
same page



Desired situation

Where do we want to go?

- 1** Describe what it looks like when you have reached the goal. Think freely, without limitations, and agree on the direction
- 2** Spend 10 minutes on the above
- 3** Nice! Now you know where you want to go



H

Obstacles

What is stopping us?

- 1** List everything that might get in the way. Be honest and concrete. Collect without solving
- 2** Spend 5–7 minutes on the above
- 3** Good! Now you know what could slow things down

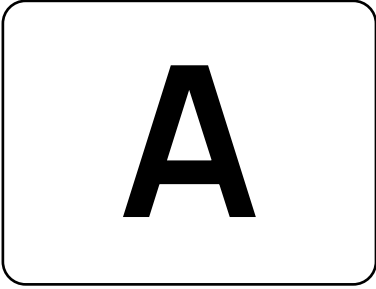


R

Resources

What is needed?

- 1** List the resources you have, the resources you lack, and ask yourselves: who can help?
- 2** Spend 8–10 minutes on the above
- 3** Nice! Now you know what you have and what you're missing



A

Act

What do we do?

- 1** Decide concrete steps, assign responsibility, and decide when to start
- 2** Spend 10–15 minutes on the above
- 3** Now let's go! 1, 2, 3 – GO!