



Giving Effective Feedback

Teach Leaders To Provide Actionable Feedback

Feedback is a game-changer – but only if it is delivered so that the recipient can hear, understand and choose to act on it. When leaders limit themselves to assessing, critiquing or directing their team, they lose the chance to inspire growth and commitment. The best managers address a person's inevitable "misses in performance" while developing their knowledge and abilities in a way that inspires their best work.

This session demystifies this essential communication skill by teaching a simple structure to provide feedback that is balanced, honest, supportive and respectful. This approach to feedback not only minimizes negative reactions, it motivates people to take ownership of their performance and development.

When your managers gain confidence in giving feedback, they not only increase their team's productivity. They invest in long-term growth that retains your best and brightest.

In-session commitments to give necessary feedback at work.

Your team will learn...

The What

Mindsets

- Make Feedback No Big Deal

Skillsets

- Master the Feedback Conversation

The How

By...

- Practicing how to deliver actual feedback to someone on your team
- Providing and receiving feedback to/from peers
- Making commitments to practice

The Impact

After this program, your leaders will...

- Master a simple structure for delivering feedback that minimizes defensiveness and maximizes buy-in and trust.
- Increase their confidence to give/receive meaningful performance feedback.

Regardless of how much feedback I have given, I am strongly reminded it is so important to think through my exact words and the outcome I want before I deliver my message.