

HELP THEM GROW, OR WATCH THEM GO

87% of employees want feedback to help them advance, but only 33% report receiving enough feedback to support their development. And those responsible for giving feedback have a long list of reasons to avoid it.

By adopting a new mindset on feedback and mastering the tools to do it well, we can equip managers with the confidence and skills they need to help employees grow.

WORKSHOP DETAILS

Target audience

- Managers with direct reports
- Any employee with a responsibility to provide feedback to colleagues

Time investment

- 3-4 hours
- Delivered in 1, 2 or 3 modules

Workshop format

- Virtual classroom
- Live classroom
- Train-the-trainer

Workshop features

- Customized examples for your business
- Group activities that build connections
- Live practice and peer feedback
- Designed to be practical, interactive, memorable ... and a little bit BOLD!

LEARNING OBJECTIVES

Workshop participants will ...

- Develop a new mindset on feedback ... it's not a criticism, it's helpful guidance!
- Learn and practice using proven tools to deliver clear and caring feedback with confidence
- Inspire action and positive progress with post-feedback coaching
- Discuss the latest thought leadership on workplace feedback
- Prepare feedback for real-life scenarios that can be delivered upon course completion

WORKSHOP MODULES

Change Your Mindset

- Employees want feedback!
- Feedback isn't criticism ... it's helpful mid-flight course correction!

Use the Tools

- The power of radical candor:
Clear and caring
- WHY makes it caring
- WHAT makes it clear
- WAY FORWARD inspires action

Create a Feedback Culture

- Leaders set the tone
- Gather ideas
- Instigate debate
- Solicit feedback

Put it all together

- Practice giving feedback
- Receive coaching from peers

PARTICIPANT FEEDBACK

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- Full of relatable conversations and topics that we can **immediately apply** to our everyday lives.
- The materials were great. Erika kept me engaged throughout by keeping the **training moving**.
- Was **really interesting**, the content and trainer were really good and well prepared.
- Erika is wonderful and well prepared with very interesting content. She created the "**a-ha**" **moment** for me.
- I benefited from this training for sure and **can't wait to practice** what I just learned!
- This is very **good content** and we should have a refresher training every year or every other year.

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