



IMPROVE

The Neuroscience
of Better Feedback®



Build a Culture of Feedback

IMPROVE is a solution to help the people in your organisation share and receive feedback in a way that is less threatening and feels more “normal” and comfortable. This program provides a three-part strategy to support improvement and growth at scale:

ASK FOR FEEDBACK

Explicitly, Broadly, and Often

WHAT TO BUILD ON

Create a Toward State

WHERE TO REFOCUS

Identify Specific Behaviors
and Strategies

People Need to Grow Faster Than Ever Before

Research suggests that frequent, targeted feedback is essential for top performance. The most engaged employees receive feedback at least once per week.* Only by seeing your work from another point of view, through feedback, can you begin to see the complete picture. Unfortunately, few people are getting the kind of feedback they need to grow.

*The most engaged
employees receive
feedback at least
once per week.**



*Can I please
get some
feedback?*



Why Ask?

Asking for feedback helps regulate the brain's threat response by increasing people's sense of status and control. In addition, people can feel more comfortable sharing their viewpoint when it has been asked for and know it will be welcomed.

IMPROVE provides employees and managers with easy-to-recall habits to maximise the effectiveness of asking for viewpoints. It also provides a simple framework for understanding what happens in the brain when feedback works, and how we can share feedback for maximum impact.

*Gallup Business Journal, June 2016



NeuroLeadership
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Solution Overview



Research Summaries

for a deeper dive into the brain science



Practice Tools

to support habit formation through practice



Guides

for guided application to real workplace scenarios



Activities

for long-term sustainment and learning

Distributed Learning Solution (DLS):

Bite-sized video content delivered across four weeks to thousands of managers at a time

High Impact Virtual Experience (HIVE):

Three 90-minute sessions using NLI's HIVE (High Impact Virtual Experience) methodology, impacting hundreds to thousands of participants

In-Person Workshop:

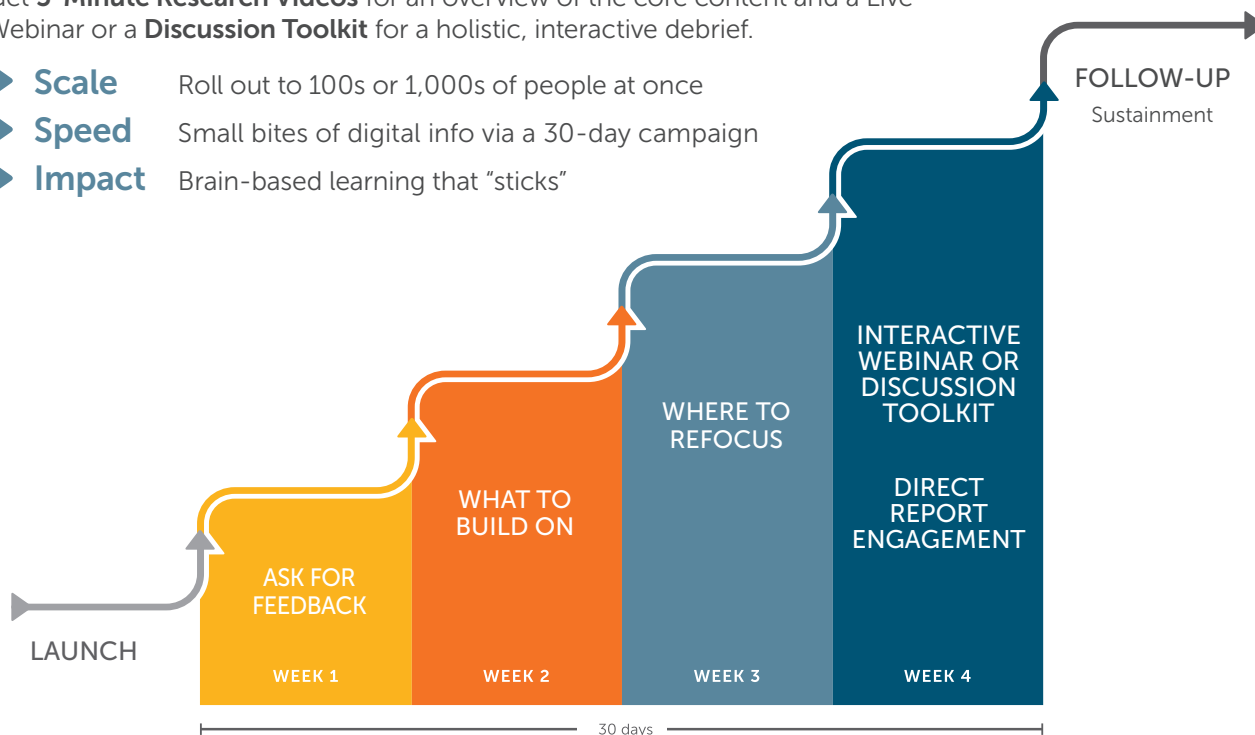
Expert-led, generative learning experiences, offered as a full-day session with tailoring options to fit your organisation's needs

30 Days to Integrate

The **IMPROVE** Distributed Learning Solution seamlessly integrates into your organisation and turns these essential skills into sustainable habits.

Get **5-Minute Research Videos** for an overview of the core content and a Live Webinar or a **Discussion Toolkit** for a holistic, interactive debrief.

- ▶ **Scale** Roll out to 100s or 1,000s of people at once
- ▶ **Speed** Small bites of digital info via a 30-day campaign
- ▶ **Impact** Brain-based learning that "sticks"



For more information



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