



Team Leader Development

Feedback Loops

Feedback loops Emphasise the importance of learning from failures & successes to drive continuous improvement

Open Feedback Loops

1

Emphasise openness & transparency

2

Encourage regular & honest feedback

3

Focus on learning & growth

4

Utilise data & evidence to drive improvements

Examples of how they can be used

Product Development

- Involves continuously gathering customer feedback
- Testing prototypes
- Iterating on designs based on user input
- Regular team retrospectives
- Fosters a culture of continuous improvement

Performance Reviews

- Employees receive constructive feedback
- Opportunity to give feedback about the process & the organisation
- Encourages mutual growth & adaptation
- Establishing anonymous feedback channels
- Honest opinions about workplace policies and practices without fear of retribution

Closed Feedback Loops

1

Lack of transparency & openness

2

Minimal or no feedback collection

3

Resistance to change or new ideas

4

Ineffective use of data for improvement

Examples of how they can be used

Project Failures

- Not thoroughly analysed
- Reasons for failure are not communicated to the team
- Same mistakes are likely to be repeated
- Hesitant to report problems or failures due to a blame culture
- Unresolved issues and inefficiencies

Lack of Employee Development

- May not be aware of their performance gaps or areas for improvement
- Lack of personal and professional growth
- Rigid hierarchical structure
- Decisions made top-down without considering input from frontline employees