

Effective feedback conversations

Regular feedback is good, effective feedback is better. Recent Gallup data found that when employees receive **meaningful** feedback in the past week, they're far more likely to be engaged.

Providing feedback on performance is an integral part of a leader's role, and, when done well, can be both mutually beneficial and critical to setting up your people for success.

Our **effective feedback conversations** program provides leaders with proven techniques that help everyone realise the benefits of giving and receiving feedback.

Key components

- The intent of feedback and when to give it
- Using the ACDC conversation framework to give effective feedback
- Reinforcing versus constructive feedback
- Cultivating a growth mindset response to feedback
- Transitioning feedback into coaching and goal setting

WHAT THE NUMBERS SAY

Organisations who gave strengths feedback had turnover rates that were

14.9%

lower than for employees who received no feedback

60%

of employees said they wanted feedback on a weekly or daily basis; increasing to

72%

employees who are under 30 years old

72%

of people interviewed felt their performance would improve if they received corrective feedback

92%

agreed that, if delivered appropriately, corrective feedback is effective in improving performance

Delivery options



- 0.5- or 1-day face-to-face workshops
- 2 x 3-hour spaced-and-paced virtual workshops

