

The Gift of Feedback

The Gift of Feedback workshop is an interactive session where we equip managers with techniques and approaches on how to provide appropriate and balanced feedback as well as how to coach to skills and behaviors using a combination of interactive case scenarios, table activities, and discussion.

LEARNING OBJECTIVES

- Explore how, and why, trust impacts the quality of feedback and coaching
- Understand what prevents us from giving feedback as leaders
- Leverage other resources to help give feedback, i.e., peers and other managers
- Understand why your employee may not be willing to receive feedback
- Bring self-awareness to employees

These objectives are achieved through teaching a 4-step framework:

G.I.F.T.

GATHER INFORMATION

- Gather all information to appropriately diagnose the situation

INTENT

- Set a goal for what you hope to accomplish by having a coaching discussion

FORESIGHT

- The ability to plan and prepare

TIMING

- Timing is everything: right message/resource for the right person at the right time!

The Gift of Feedback workshop is a half day program and is fully customizable to meet your needs. Email Rob at robfonte@sartolg.com for more information.

