

GIVING FEEDBACK

A critical tool for helping others develop

Feedback is a gift and should be received as one, but so often attempts to provide feedback result in tension and conflict rather than self-reflection and growth. Providing constructive feedback to others without damaging the relationship is a powerful skill. When we're able to help others learn something about themselves or the impact they are having on others that helps create improved performance and better relationships, we have done a real service.

Providing good feedback does not occur naturally or by default. To provide effective feedback, we must develop and cultivate very specific conversational skills—the type of skills provided in the Giving Feedback program. This course focuses on giving feedback, a critical skill in coaching and developing others. Leaders know that “Feedback is a gift!” No world-class performers could ever develop their talents without meaningful feedback on their performance.

Blanchard's Giving Feedback model is unique in that it uses a behavioral approach to teach participants how to deliver four specific types of feedback. The focus is on how leaders stay in touch with the performance of the people they are leading so they can provide information that will help the people improve their performance.

Giving Feedback Participant Materials

-  Participant Workbook (available with or without the GamePlan)



Giving Feedback offers a situational focus that helps leaders identify exactly the type of feedback that is most appropriate for the situation. Using an exclusive Feedback Decision Tree, leaders determine whether a person is intrinsically or extrinsically motivated toward accomplishing a goal, and which type of feedback will develop competence and internal commitment.

The result is a comprehensive approach that teaches leaders how to deliver feedback in a way that improves performance, promotes trust and confidence, and increases productivity throughout an organization.

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Contact Us

StarFish Learning Inc.
www.starfishlearning.com
905-333-0098
info@starfishlearning.com