FeedFORWARD

Focuses on a positive future, not a failed past.

learning insights to improve performance

What is it?

FUTURE FOCUSED	SUGGESTIONS ONLY	POSITIVE & DOABLE

Why do it?

Puts responsibility & ownership for development into the hands of individuals. They tailor the process.

Focuses on opportunity vs. problem. More productive to help people see what "great" looks like.

Creates emotional safety. People don't take it as personally as feedback & they listen more attentively.

Ongoing & acknowledges that behavior change is a process, not an event.

It's faster & more efficient because there's less resistance.

Normalizes asking for help & ideas for improving self.

Includes various data points, not just manager's opinion.

How does it work?

1 Participants choose 1-2 areas they want to improve.

2 They select 2-5 people they trust who become FeedFORWARD coaches.

3 Participant gathers suggestions from the FeedFORWARD coaches on how to improve.

Click: FeedFORWARD Handouts

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LEADERSHIP COACHING