

Performance Feedback



Duration: 5 hours

Audience: Associates,
Managers and Leaders

Build critical skills to carry out a feedforward discussion that engages, nurtures, and motivates employees at work.

Program coverage

- **Skill drill 1: Develop awareness of biases**
The objective of this session is to develop awareness about biases and recognise the impact they have on performance management
- **Skill drill 2: GIF and the spirit of feedforward**
In this session, participants use the GIF technique for planning, gathering information, and identifying the desired outcomes from a performance review discussion
- **Skill drill 3: Master the feedforward conversation**
Learn and practice powerful strategies to master the feedforward discussion
- **Skill drill 4: Continuous feedback**
Learn tools, techniques, and strategies to create an environment of continuous review and feedback
- **Skills Drill 5: Proficiency assessment**
Participants will be required to conduct a series of online, simulated feedback discussions. Based on their ability to apply the techniques learned in the workshop, participants will receive a detailed proficiency report card

Post workshop evaluation

- Qualitative: Self report survey measuring projects started without establishing goals, improvement in goal completion rates due to risk management

Post workshop support

Follow-up on goal setting exercise, refresher learning through emails on days 1, 10, 30 and 60, and a self report survey

Case Studies

Role plays

Exercises

Simulation