

feedwork

Workshop

2 days + 1

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The first day.

Practical info



20-30 participants



Duration: **2** days x **7** hours (ex. 09-16)



Hosted by the customer



Contact us for your specific price

How to give feedback

Avoid great feedback drowning in bad delivery

Become aware of why giving feedback sometimes fails

10 Essential Feedback Skills

Training element that gives you an understanding of 10 best practices when giving feedback

Effective Feedback Cultures

Introduction: Presentation of successful cultures and their commonalities

3-step framework

Framework to effectively structure your feedback points

Feedforward

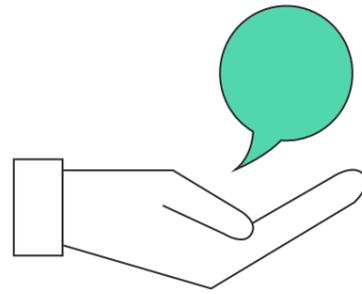
Method for decreasing the risk of confrontations during feedback

Feedback and Personality

Exercise that reveals the difference in individual preferences.

How to receive feedback

The second day.



What is your reality?

Become aware of how we all have different perspectives on what is real, and why that is important in relation to feedback.

Perfect Logic

Discover how to understand other peoples' actions, whether they seem rational or not.

Interest and Influence

The participant will gain after this exercise a deeper knowledge on how to give high quality feedback.

Trigger Points

Training in how to keep feedback sessions open and to ensure learning.

How to sort Feedback

This exercise is on how to sort and manage the feedback you receive.

Language Patterns

Learn to decode the feedback you receive by knowing the most common misunderstandings in our language.

Implementation

We build initiatives to implement in your organisation, that will help your culture grow.

Optional - Implementational workshop

3-4 weeks after the first part of the process we suggest a day focused on implementation and behavioral design.

Analysis of resistance

What elements in our jobs keep us from giving and receiving the feedback that we actually want? Now that we covered the need for training and knowledge, we look towards alternative element that counteracts our culture.

Presentations of initiatives

Between the first two days and this workshop the participants will be given the task to generate a feedback initiative and the implementation of it. In groups we will challenge and further develop these initiatives.

Planning your implementation

Now that you have found and refined some initiatives that should shape your feedback culture, we need a plan. Who needs to do what and when to achieve the desired effect?

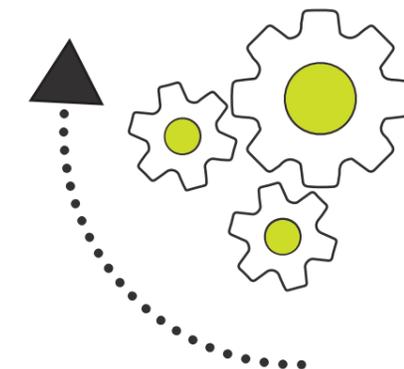
Designing a test phase

How are you going to test the effect of the different initiatives? To design a test phase is of great importance when we want to prove that our initiatives are not a waste of time.

Implementation.

Output of this workshop

The first two days of workshop have a packed agenda, full of new knowledge and methods. It can be difficult for your team members to apply all of that gained knowledge within the same session. The period between the workshop days and this implementation also offers an opportunity to test your different techniques together with your team before you choose the final initiatives and solutions.





Form

This main goal of this practical workshop is to train methods and tools within feedback. The training approach results in practical experience for each participant attending the workshop. The main reason we chose this method is to

maximise the impact to real life work situations in the future. All participants will leave the workshop with inspiration on how to apply their new knowledge.

Output

The big difference between this session and shorter workshops is that we work thoroughly with both sides of feedback - both giving and receiving. After attending this workshop the participants will feel safe in attending various feedback sessions.

The other big difference is that this sessions allows us to dig into the specific implementation of feedback in your culture. You will end up with a series of initiatives that can cause a lasting change of your organisation.

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