



ZENGER | FOLKMAN

Bringing science to the art of leadership

Elevating Feedback

Elevate others by mastering the best methods for giving feedback.

96%

of Employees agree that **corrective feedback** improves performance

72%

of Employees agree that **corrective feedback** would make their manager **MORE INFLUENTIAL**

The Power of Feedback

Providing feedback—both reinforcing and redirecting—is a proven vehicle for better performance management, employee engagement, and employee commitment. When delivered with skill, feedback is a powerful tool for elevating individuals and organizations.

Grounded in Research

Effectively giving and receiving feedback is challenging. The first step to improvement is identifying what makes it so difficult. *The Feedback Preferences Self-Assessment* helps participants discover the value they place on giving and receiving both positive and redirecting feedback.

A Versatile Feedback Framework

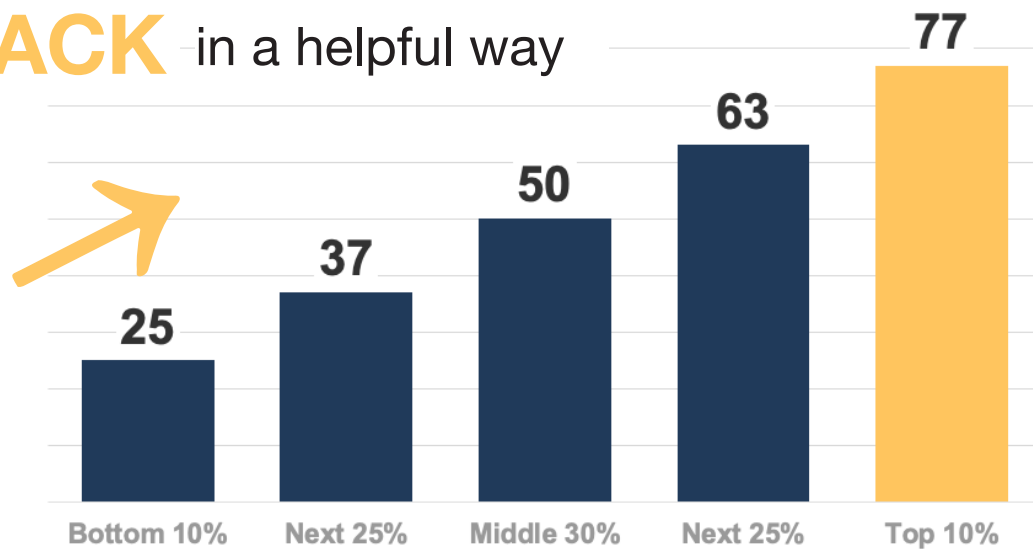
Participants will learn a pattern for providing reinforcing feedback, discover the rules of engagement for redirecting feedback, and gain experience and confidence while practicing our proven feedback framework.

A Strong Feedback Culture

Create a culture that builds people up, fosters greater awareness and better solutions in your organization. Research shows that employees want to receive feedback. Participants will develop skills that empower them with the courage to give effective feedback more frequently.

What happens when **LEADERS** give **HONEST** **FEEDBACK** in a helpful way

Employee
Engagement
Percentile



Today's workforce wants to know how they're doing and ways to improve.
In order for feedback to have positive outcomes, it must meet
a standard that elevates performance.

Deliverables:

- *Feedback Preferences Self-Assessment*
- *Elevating Feedback* Participant Guide and Feedback Reference
- Tools to support ongoing development and learning
- A global network of consultants, facilitators, coaches, and implementation specialists with the knowledge to ensure your success



FLEXIBLE FORMATS

Available in the following standard formats:

- Two 2.5-Hour Live Online Sessions
- 5-Hour In-Person Development Experience

Development Experience may be tailored to fit your organization's needs.



DELIVERY OPTIONS

May be delivered by Zenger Folkman's facilitators or by certified internal resources



CERTIFICATION OPTIONS

Certify an internal facilitator to deliver a development experience or provide coaching