

## **An Effective Approach to Employee Feedback**

Feedback is essential for improving employee performance, engagement, and retention.

Employees long for feedback from their immediate supervisor. They want to know where they stand and how they are doing. They want to know how to improve. But they also want to be part of the process and may not know how to ask.

All too often, supervisors deliver feedback in the form of a critique – a one-way monologue of the good, the bad, and the ugly. Or they use the compliment sandwich – the good, the bad, and a little more of the good. In either case, this one-way counseling style often leads to disengagement and confusion.

On May 7<sup>th</sup> 2019, join fellow supervisors for a live, virtual supervisory round-table conversation about **Giving Effective Feedback**. During the conversation we'll explore why feedback is essential for maintaining a professional and effective work environment. We'll also talk about how feedback leads to trust and team unity. Most importantly we'll talk about a few specific examples of how to give feedback effectively.

### **In this 75-minute session we will:**

1. Discuss how effective feedback can increase employee engagement and trust.
2. Review the supervisor's roles: observer, coach, counselor, trainer, and mentor.
3. Explore the facilitated feedback model and employ it using realistic vignettes.
4. Review an approach supervisors can use to help employees receive feedback.
5. Develop a SMART personal goal for delivering better feedback.

Seats are limited so sign up early – you won't want to miss this!