

EMPOWERING YOUR PEOPLE



**CREATE AN ENVIRONMENT WHERE YOU
AND OTHERS PERFORM AT THEIR BEST**

EMPOWERING BRILLIANCE

HOW TO...



**CREATE AN ENVIRONMENT WHERE
YOU AND OTHERS PERFORM AT
THEIR BEST**



**BUILD A FEEDBACK CULTURE THAT
DRIVES DEVELOPMENT**



**RAISE THE BAR TO SET GREAT GOALS
THAT DELIVER GREAT RESULTS**



**ROLE MODEL EVERY DAY HABITS
TO CREATE LEADERS**



BEING AT MY BEST

Think about a time when you performed at your absolute best at work – when you were firing on all cylinders and really achieved more than you thought was possible.

WHICH OF MY OWN STRENGTHS HELPED ME BE SUCCESSFUL?

HOW WAS I MANAGED, ENCOURAGED AND MOTIVATED TO GET THE BEST RESULTS?

WHAT WAS THE CONTEXT OR ENVIRONMENT THAT ENABLED ME TO PERFORM AT MY BEST ?





BEING AT MY BEST



The success factors that helped me perform at my best were:

MY UNIQUE STRENGTHS

MY MANAGER/MOTIVATOR

MY ENVIRONMENT



HELPING MY TEAM PERFORM AT THEIR BEST



**HOW DO PEOPLE IN MY TEAM WORKING
STYLE DIFFER?**

**HOW DO I, OR COULD I, GET THE BEST
RESULTS FROM THEM?**

**WHAT QUESTIONS COULD I ASK TO BETTER
UNDERSTAND HOW TO HELP MY TEAM
PERFORM AT THEIR BEST?**

**WHAT ACTION DO I COMMIT TO TAKING, TO
HELP MY TEAM PERFORM AT THEIR BEST?**

FEEDBACK IS A G.I.F.T.

GIVING

RECEIVING

G GREATER GOOD

GIVE WITH GOOD INTENT TO HELP THEM IMPROVE. BE CLEAR ON THE BENEFITS FOR THE RECEIVER.

G GREATER GOOD

INTERPRET POSITIVELY AND ASSUME IT IS GIVEN WITH GOOD INTENT TO HELP YOU IMPROVE.

I INTELL

USE SPECIFIC, FIRST HAND EXAMPLES TO KEEP IT OBJECTIVE AND CLEAR.

I INTELL

BE PRESENT, ACTIVELY LISTEN AND ASK QUESTIONS TO FACT FIND AND LEARN MORE. KNOWLEDGE IS POWER.

F FEEL

ARTICULATE THE IMPACT. HOW DID IT MAKE YOU OR OTHERS FEEL? HOW MIGHT THIS IMPACT THEIR ABILITY TO BE SUCCESSFUL?

F FEEL

BE AWARE OF YOUR INNER CHIMP WHEN DIGESTING THE INFORMATION. BE EMOTIONALLY INTELLIGENT WITH YOUR REACTION TO GET THE MOST FROM THE FEEDBACK.

T TAKE ACTION

GIVE EXAMPLES OF CHANGES THAT COULD HAVE POSITIVE IMPACT. DEVELOP IDEAS FOR CHANGE TOGETHER.

T TAKE ACTION

USE THIS INSIGHT AS AN OPPORTUNITY TO BETTER YOURSELF AND TO INFLUENCE THE WAY YOU ARE PERCEIVED IN THE FUTURE.

G
GREATER GOOD

I
INTELL

F
FEEL

T
TAKE ACTION

FEEDBACK
IS A G.I.F.T.

USING THE **G.I.F.T.**
MODEL PREPARE
FEEDBACK FOR
SOMEONE ON
YOUR TEAM

GIVING

SUPPORT THE USE OF FEEDBACK TOGETHER

ANGRY
BLAME OTHERS
IGNORE IT
RUN AWAY

PROCESS IT
OWN IT
PROBLEM SOLVE
OFFER SOLUTIONS

DISCUSS AND AGREE ACTIONS

BUILD ON THE GOOD AND SUPPORT
THEIR DEVELOPMENT.

WATCH OUT FOR THE DEFENSIVE RESPONSE

REMEMBER YOU ARE GIVING THIS
WITH GOOD INTENT.

TIME

CONSIDER IF THEY MIGHT NEED TIME
TO ABSORB WHAT HAS BEEN SAID.

ENCOURAGE QUESTIONS

HELP THEM TO BE CLEAR ON WHAT
EXACTLY THEY ARE BEING TOLD.



SETTING GREAT GOALS TO GET GREAT RESULTS

Think about a goal you achieved that was unlikely to happen without a plan or a deadline?

WHAT WAS INVOLVED IN GETTING IT DONE?



SMART OBJECTIVES ARE...



PECIFIC

IS THE OBJECTIVE PRECISE AND WELL DEFINED? IS IT CONCRETE AND CLEAR? CAN EVERYONE UNDERSTAND IT? DOES IT USE ACTION WORDS?



EASUREABLE

WHAT ARE THE MILESTONES AND HOW WILL YOU KNOW WHEN THEY HAVE BEEN ACHIEVED? WHAT WILL SUCCESS LOOK LIKE?



LIGNED

IS THIS CONTRIBUTING TO THE OVERALL BUSINESS GOAL?



EALISTIC

IS IT A 'STRETCH' YET POSSIBLE TO ACHIEVE WITH YOUR CAPABILITIES AND AVAILABLE RESOURCES?



IME-BOUND

WHAT ARE THE DEADLINES AND KEY REVIEW DATES? HOW OFTEN WILL YOU DO THIS?

TEAM GOAL SETTING

Write a SMART goal for your team or a team member



S

M

A

R

T

THE SMART GOAL AS A TWEET IS...





**GOING
FORWARD**

CREATE THE RIGHT ENVIRONMENT



CREATE A FEEDBACK CULTURE



CREATE TIME FOR DEVELOPMENT



**CREATE STRETCH GOALS FOR
FUTURE SUCCESS**





*** IN THE NEXT SEVEN DAYS, I AM GOING TO PRACTICE GIVING FEEDBACK TO**

AND SEEK FEEDBACK FROM

*** I AM GOING TO ARRANGE A DEVELOPMENT DISCUSSION WITH**

BY NEXT WEEK.

*** MY ONE CLEAR GOAL FOR THE NEXT 12 MONTHS IS**

NOTES...



NOTES...



NOTES...

