EMPOVERING 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



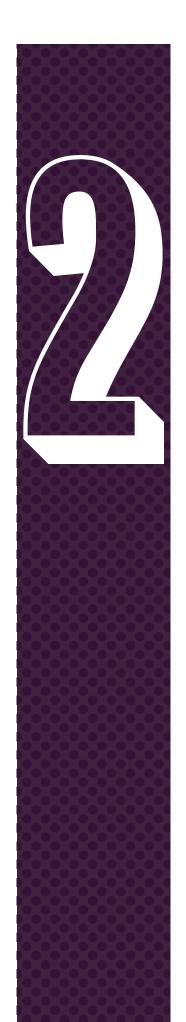
ROLE MODEL EVERY DAY HABITS TO CREATE LEADERS



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 V	VAS I MANAGED, ENCOURAGED AND MOTIVATED TO GET THE BEST RESULTS	S?
WH	AT 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



BREATER GOOD

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

GREATER GOOD

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

NTELL

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

NTELL

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

FEEL

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

FEEL

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

JAKE ACTION

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

LAKE ACTION

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

GREATER GOOD



TAKE ACTION

FEEDBACK IS A G.I.F.T.

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





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?









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

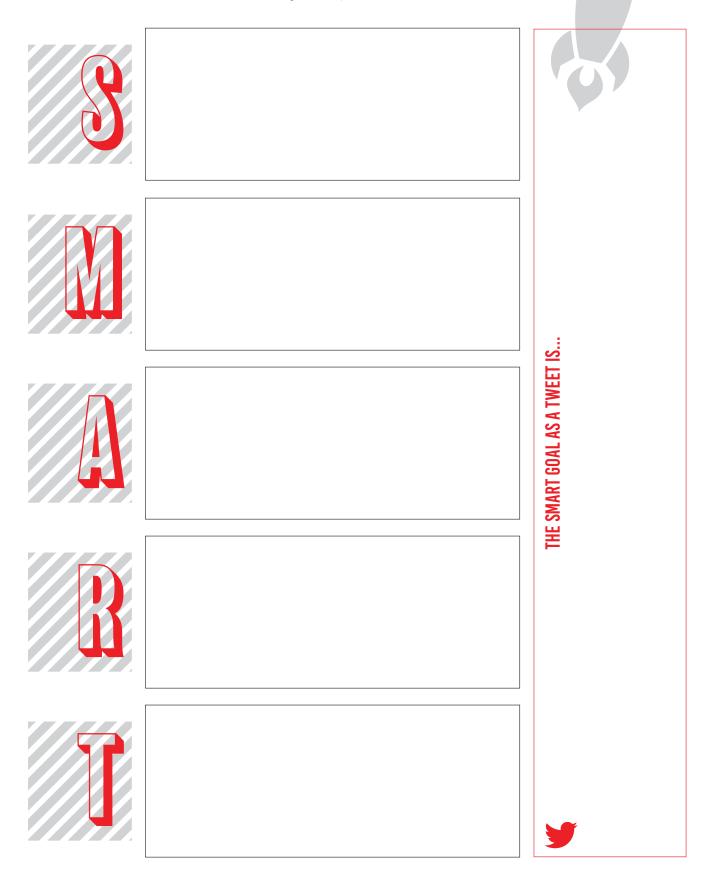






TEAM GOAL SETTING

Write a SMART goal for your team or a team member





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

