

Stephanie Reynolds Consulting

INSIGHT • EXPERIENCE • CLARITY

Effective Performance Feedback

High Impact Performance Feedback:

A Learning Lab

A hallmark of exceptional leadership is the ability to engage and motivate a high performing team toward the successful achievement of larger organizational goals. The core competency of leading and motivating high performance rests in the capacity to deliver meaningful performance feedback that is intended to engage the employee in a motivating and engaging way. Meaningful performance feedback guides the development of all team members regardless of their level of contribution, and constructively addresses the performance strengths and areas needing improvement and/or development.

This program provides the tools, techniques and skills practice to enable leaders to excel at delivering timely, effective Performance Feedback.

In this highly interactive *Learning Lab*, leaders will:

- Understand the *Continuum of Intervention*, a model for understanding the *Three Types of Performance Feedback*, when to apply them and how to move through each situation.
- Recognize personal and organizational *barriers* that inhibit the delivery of effective Performance Feedback.
- Learn and apply a *Three Part Process* that will enable participants to prepare for and deliver meaningful Performance Feedback that ensures collaborative, results oriented problem solving.
- *Practice* the skills applied in delivering meaningful performance feedback that drives and develops high performance among all team members.

The *Learning Lab* format of this program emphasizes application of the tools in small group practice and “fishbowl” exercises using current “real performance” situations. Upon completion of *Effective Performance Feedback*, participants will be prepared to immediately utilize the program’s tools and skills with their direct reports to develop and enhance team performance.

The learning lab can be delivered in ½ and full day versions.

About Stephanie Reynolds Consulting

Stephanie Reynolds Consulting is a premier provider of breakthrough executive coaching, team facilitation, organizational development, and training solutions. We offer a successful track record working with clients ranging from start up to Fortune 500 such as Amazon, Genie, Microsoft, Philips, and T-Mobile. We specialize in designing and delivering programmatic solutions to scale individuals, teams, and organizations. We are respected for our client commitment, business acumen, trusted advice, and remarkable results.

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