



Turning Feedback into Change®

Understand, accept, and prioritise the feedback you receive.

TURNING FEEDBACK INTO CHANGE

This half-day workshop guides participants in understanding and accepting feedback. Participants will craft a development plan based on peer or manager feedback, and learn how to make change stick. Turn feedback into change—for the good of individual career satisfaction and development and for the benefit of the organisation.

FOCUS AREAS

Why Feedback?

- Increase Net Worth
- Use Feedback to Develop
- Understand Responses to Feedback
- Work Through the Response Cycle
- Recognise Perceptions Are Reality
- Understand What It Takes to Change

Creating an Action Plan

- Understand Feedback Reports
- Decide What to Change
- Complete a Detailed Personal Change Plan
- Write SMART Objectives
- Tips for Writing Developmental Change Plans

Building Support for Plans

- Identify and Overcome Obstacles
- Build and Use Support Networks
- Make Support Networks Work for You
- Meet Customers' Needs

Making Change Stick

- Personal Experiences with Change
- Finalise Action Plans
- Guidelines for Feedback Response
- Going Beyond Formal Survey Feedback



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employee engagement excellence

After completing this program, participants will be able to:

- Build confidence in strengths
- Develop a clear picture of opportunities for improvement
- Select a few important areas for improvement
- Develop detailed, behavioral action plans for the selected areas
- Respond to and thank those who completed the profiles
- Implement action plans to ensure significant individual improvements and business results.

Asking for feedback, much less receiving it, can be painful and challenging—even confusing. How do you deal with feedback? How do you adjust your course and turn feedback into real, lasting improvement?

Turning Feedback into Change® is a powerful experience that enables participants to accept and prioritise the feedback, and plan for the change that will make a lasting personal and professional difference.

If your organisation has invested in 360°/180° employee feedback, or is planning to do so, this program will protect that investment.

TARGET AUDIENCE

Anyone who is seeking feedback using a structured 360 competency profile. This process is especially effective for functional and cross-functional work teams.

PROGRAM LENGTH / FACILITATOR

One half-day (four classroom hours) facilitated by one Novations trainer.

LICENCING / TRAIN-THE-TRAINER

Program licensing is available and trainer development is supported by the Novations train-the-trainer process.



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