

Feedback GGUTS

**The power of Feedback is in the learning it provides.
This means receiving feedback is more important than giving it.**

How good are you at receiving feedback? Are you turning your feedback conversations into learning experiences?

When you, and your team, become superstars at receiving feedback, you too can achieve exponential growth. Both individually and as a team. What heights can you achieve when you get the right help to grow, instead of feeling dejected through ill delivered feedback? Receiving feedback takes initiative, it takes **GGUTS!**

The **GGUTS** programme consists of five steps: **Give it, Get it, Use it, Take it and Steer it**. Each element will help you navigate the path to becoming a pro at taking feedback and steer the conversation towards helping you grow and learn.

The programme is anchored in immediately applicable practices to help you improve from the get go. **GGUTS** is not meant to replace feedback systems such as annual appraisals. **GGUTS** is meant to enhance existing systems and create a feedback culture that ensures continual growth through reflective learning. **GGUTS** is about hearing and understanding feedback, learning how it affects you and how it can help you grow exponentially.

We offer **GGUTS** training in various delivery forms, from lunch-and-learn sessions to intense workshops that dig deep into what prevents you from being a feedback pro. Our sessions are interactive and engaging. We use easy-to-comprehend constructs and frameworks that help you understand both the value and the importance of feedback. Practice makes perfect; the **GGUTS** programme is designed to ensure that you can practice, learn and practice again.

Our programme is geared towards building resilience and growth. Teams that grow consistently; improve in performance, cohesion and engagement. Our enjoyable and engaging interventions, such as “Spread the Magic” and “A Stitch in Time”, will help you and your team reconnect and grow together.

Everyone can do with a little help in becoming better at learning from feedback. You, too, can do what the best CEOs in the world are doing; build in effective moments of self-reflection and feedback seeking. Imagine what you could achieve if you knew more about yourself and unlock your potential for exponential growth.

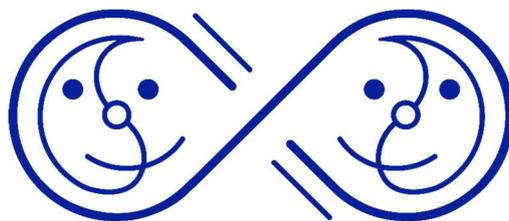
We can help you find your **GGUTS** in feedback and unlock your exponential potential,

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Receiving effective feedback: The GGUTS Programmes

Our five-step programme teaches teams to practice and perfect their feedback skills. The programme can be delivered in different formats to suite every budget:¹

- **GIVE IT:** Recognising the importance of the how and when
- **GET IT:** Eliciting effective feedback; go out and get input
- **USE IT:** 'Is it for me?' and feedback on feedback
- **TAKE IT:** Recognising triggers and biases
- **STEER IT:** Knowing when to praise, deflect and set goals with feedback

Single step once off session (1 X 50 mins session)

€ 2,500

This once-off Lunch & Learn session is best suited for teams that need a specific GGUTS step immediately. The session is designed to provide an interactive experience while giving participants valuable information to set them up for practicing within their respective teams.

The series of five Lunch & Learns (5 X 50 min sessions)

€ 10,000

This series of five Lunch & Learn sessions (**GGUTS**) has the advantage of reserving dates up to six months in advance and is ideal for teams to establishing a feedback culture. This series can easily fit into a broader inclusion programmes. **GGUTS**, the series, allows team members to not only actively practice the learnings from each session, but also steers toward reflection and shared continued learning in-between sessions.

Intensive deep learning experience (3 X 4-hour workshops)²

€ 12,500

GGUTS In Depth is an intensive and highly impactful series of sessions designed to maximise team interaction and participation. In these sessions, team members have the possibility to put learnings into practice, forge feedback support networks and enhance relationships within the team and across the organisation. This leads to the creation of pockets of resilience. Using effective feedback to learn, grow and enhance working relationships, leads to a future proof feedback culture.

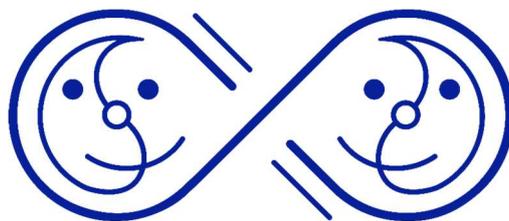
Fully customized program

Contact us

If you have specific needs, we can co-create a custom programme especially for you.

¹ Ask about how the Lunch & Learn and Intensive series can be tailored to your team or organisation.

² Add on sessions; embedding and rollout coaching sessions for team leaders. This additional series of 1:1 tailored coaching sessions allows team leaders to engage with their teams in facilitating continued effective feedback and learning for growth.



Thoughts on Feedback...?

The checklist below has been designed to think about the feedback that affects you and those around you. It is also useful in helping us find the best feedback modules for your unique situation.

Symptom ³	<input type="checkbox"/> /☑
Structuring feedback is challenging; sometimes the point of the feedback seems to be missing.	<input type="checkbox"/>
It is not always clear what “constructive feedback” is supposed to feel like; it often sounds like I am just being criticised.	<input type="checkbox"/>
I am not certain if I am appreciated or not.	<input type="checkbox"/>
I feel that there is too much focus on what went wrong, instead of asking what can be learned.	<input type="checkbox"/>
Often feedback is not based on facts but on someone’s skewed perception of a situation.	<input type="checkbox"/>
Feedback upsets me more than it helps me.	<input type="checkbox"/>
My manager doesn’t seem understand the impact their feedback has on me.	<input type="checkbox"/>
My colleagues are often too sensitive to feedback they receive, they take it so personally.	<input type="checkbox"/>
I know myself better than others know me.	<input type="checkbox"/>
It seems that we only tell people what to improve, never what is good enough or even great.	<input type="checkbox"/>
It is difficult to accept that I cannot control how other people view me.	<input type="checkbox"/>
In work situations and relationships, I am an “all-or-nothing” type of person.	<input type="checkbox"/>
Some of my colleagues seem to think only in impossibilities.	<input type="checkbox"/>
Some feedback I receive I think is insincere.	<input type="checkbox"/>
I need to be very careful in what I say otherwise people get upset.	<input type="checkbox"/>
People think I am rude in my feedback while I am only trying to be clear.	<input type="checkbox"/>
I have felt attacked when receiving feedback.	<input type="checkbox"/>
I don’t think feedback I receive is always considered confidential by the giver.	<input type="checkbox"/>
I have at least one person that I just hate getting feedback from.	<input type="checkbox"/>

³ If you recognise any of these symptoms it is worthwhile considering a discussion with us to decide how our Feedback programmes can work for both you and your team members.