Unow

Giving and Receiving Effective Feedback

Give and receive feedback to improve your and your company's performance

MODALITY
100% online
training action

Highlights

- Learning-by-doing on a daily basis and with your peers in order to make progress

- A wide array of tools to build your methodology and put it to the test in different situations

- The program was drawn up by selected experts from different backgrounds with valuable experiences

- Testimonies from experts and companies widely known for their expertise on feedback

Estimated time: 12h

Sessions: contact-us at +33 1 85 08 92 75

Programme

PART 1

Boost your personal and professional growth using feedback

- What is feedback and how do you identify it?
- People react differently to feedback... What is your reaction?
- Why is it sometimes difficult to receive feedback?
- Best practices for welcoming feedback
- Asking for feedback regularly: a key to progress rapidly

Activities

- Know yourself better: do you respond or react?
- Request feedback from your peers

PART 2

Formulating effective feedback

- Make sure your intention is clear
- The keys to successful feedback
- Avoiding the pitfalls
- Choosing the right time and right tone to give feedback
- Creating feedback: methods and best practice

Activities

- Practice reformulating poorly-delivered feedback
- Give constructive feedback and real-time recognition

PART 3

Claiming your right to give feedback

- The obstacles to avoid when giving feedback
- Feedback as a motivation and performance tool
- Well-delivered feedback is a gift
- How being acknowledged boosts self-confidence and performance
- Should we give value to the effort or the result?

Activities

- Where are you on the Radical Candor Matrix?
- Come back to missed feedback opportunities

PART 4

Creating a feedback culture

- Creating a climate where feedback is welcome
- Implementing routines to normalize feedback practices in your environment
- Tips to adapt your feedback to who is receiving it
- Advice for difficult situations and intercultural specificities
- Installing habits to create a feedback culture

Activities

- Implementing routines within your team regarding feedback

Audience

This training course is directed at anyone looking to develop themselves and their environment through feedback. A managerial position is not required as long as the individual is collaborating with others on a daily basis.

Prerequisites

No prior knowledge or experience is required to take part in this training course, it is open to all.

Modalités d'évaluation : un questionnaire est proposé à la fin de chaque module, ainsi qu'un examen final à l'issue de la formation.

Last updated in August 2025.