

COMMUNICATION AND FEEDBACK FOR TEAMS



COMMUNICATION AND FEEDBACK LEARNING OBJECTIVES:

By the end of the day you will:

- Capitalize on your foundation of DiSC language to **improve team communications** (if you have taken the DiSC training)
- Learn and **practice effective listening skills** (a highly under-rated leadership skill)
- Explore **what is and is not working on your team** regarding communication
- **Develop a set of best practices** for your team in the area of communication
- **Engage in fun, challenging, experiential exercises** to test out and practice your communication in a real-time environment
- **Learn an effective feedback model**
- **Practice giving and receiving positive and constructive feedback** with your team (what we practice becomes more natural)
- **Create a team agreement around communication and feedback**
- **Create a personal action plan around communication and feedback** with an accountability partner

The Communication and Feedback program is experiential, engaging and fun. You won't be sitting through a boring lecture! **This day is packed with learning and fun.**

PROGRAM HIGHLIGHTS:

- **Interactive exercises** to explore and understand effective listening
- **Engaging discussions** and group exercises to determine what is and is not working with communication on the team

When we talk to teams about their biggest challenges, **communication is often at the top of their list.** When your team has a foundation of understanding each others' personality styles (see DiSC™ Team Development Training) the next natural step is to use that common language to build more effective communication in your team.

While **Communication and Feedback can also be a “stand alone” program,** we highly recommend building on a foundation of understanding personality styles because some of the perceived differences in communication styles can be explained and understood through the lens of personality style differences. This allows your team to capitalize on your communication strengths and adapt to each others' differences without taking these differences personally.

In addition, research has shown that the **most highly effective leaders practice on-going and continuous feedback.** However, when honest and balanced feedback is encouraged to be continuous and flowing in all directions, an atmosphere of **mutual support, trust and collaboration** is fostered to encourage the practice of what Peter Senge calls a “Learning Organization.”



MOST
POPULAR



INDOOR



CULINARY



PHILANTHROPY



SPEAKERS &
TRAINERS



OUTDOOR



SCAVENGER &
TREASURE HUNTS



EVENING

COMMUNICATION AND FEEDBACK FOR TEAMS

- **In-depth team problem solving activities** to highlight communication
- **Role playing scenarios to practice giving and receiving feedback**
- **Practice adapting your communication** through fun exercises and activities
- Opportunity real-time to **practice the feedback model with your team mates**
- Create a **personal action plan** with regards to communication

The end result is that, as a team player, you will have learned a new way of listening, communicating and giving feedback based on what works in order to increase understanding, minimize conflict and capitalize on your teams' strengths.

The design of this program is perfectly suited for quick, high-impact learning and positive change in the workplace.

WHAT PREPARATION DO WE NEED TO DO FOR THE TRAINING?

Our Communication and Feedback expert and trainer will speak with you before your training to discuss your goals and determine the most effective training activities for your group.

WHAT ARE THE SPACE REQUIREMENTS?

We will need a place for everyone to sit and tables to write on and also open space to move around and do the group exercises. We can also do some of the group exercises outside if space and weather permit.

HOW IS THE ROOM SET UP?

The room is best set up with tables in a u-shape and enough chairs for all participants. A small table for

the facilitator is great and a place to set up. You will be changing places and up and moving around so tables and chairs should be movable. Also, a large open space for team activities is important.

ARE THERE ANY SPECIAL AV/EQUIPMENT REQUIREMENTS?

Flip charts and easel, projector for groups over 40.

WHAT'S THE IDEAL GROUP SIZE?

The ideal size is around 10 – 40. This ensures full participation and more individual attention and also gives us a variety of personality styles. If you have a larger team or multiple departments, then we recommend scheduling additional sessions.

HOW MUCH SETUP TIME IS NEEDED ON THE DAY OF THE EVENT?

If the room is already set up we like to arrive at least an hour before the event starts to set up our equipment and make sure the room is arranged properly.

HOW LONG IS THE PROGRAM?

The Communication and Feedback program is one day or two days if you have additional learning objectives. If you are really pressed for time we can accommodate a half-day schedule, but understand that this will limit the experiential exercises and team problem solving. We also recommend scheduling a follow-up session or quarterly training to build on the foundation of the Communication and Feedback program.

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