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# Member Webinar

Soft Skills | Giving Effective Feedback





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Associate Learning  
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## About Me

- 25+ years' global experience across multiple sectors
- Specialised in Talent Management
- Focused on developing leaders of all levels

# Giving Effective Feedback

- Delivering feedback in a motivating manner
- Building confidence in giving constructive feedback
- Structure of conversation
- Ending on a positive note

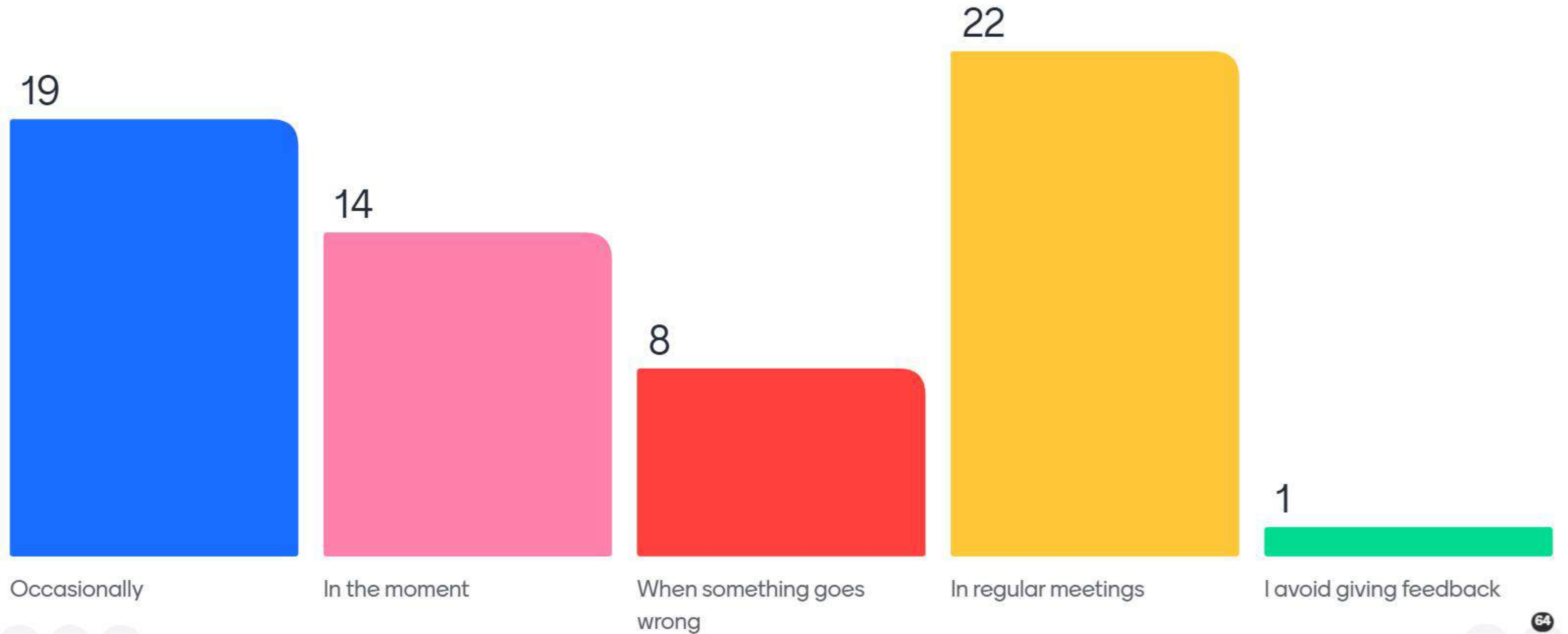


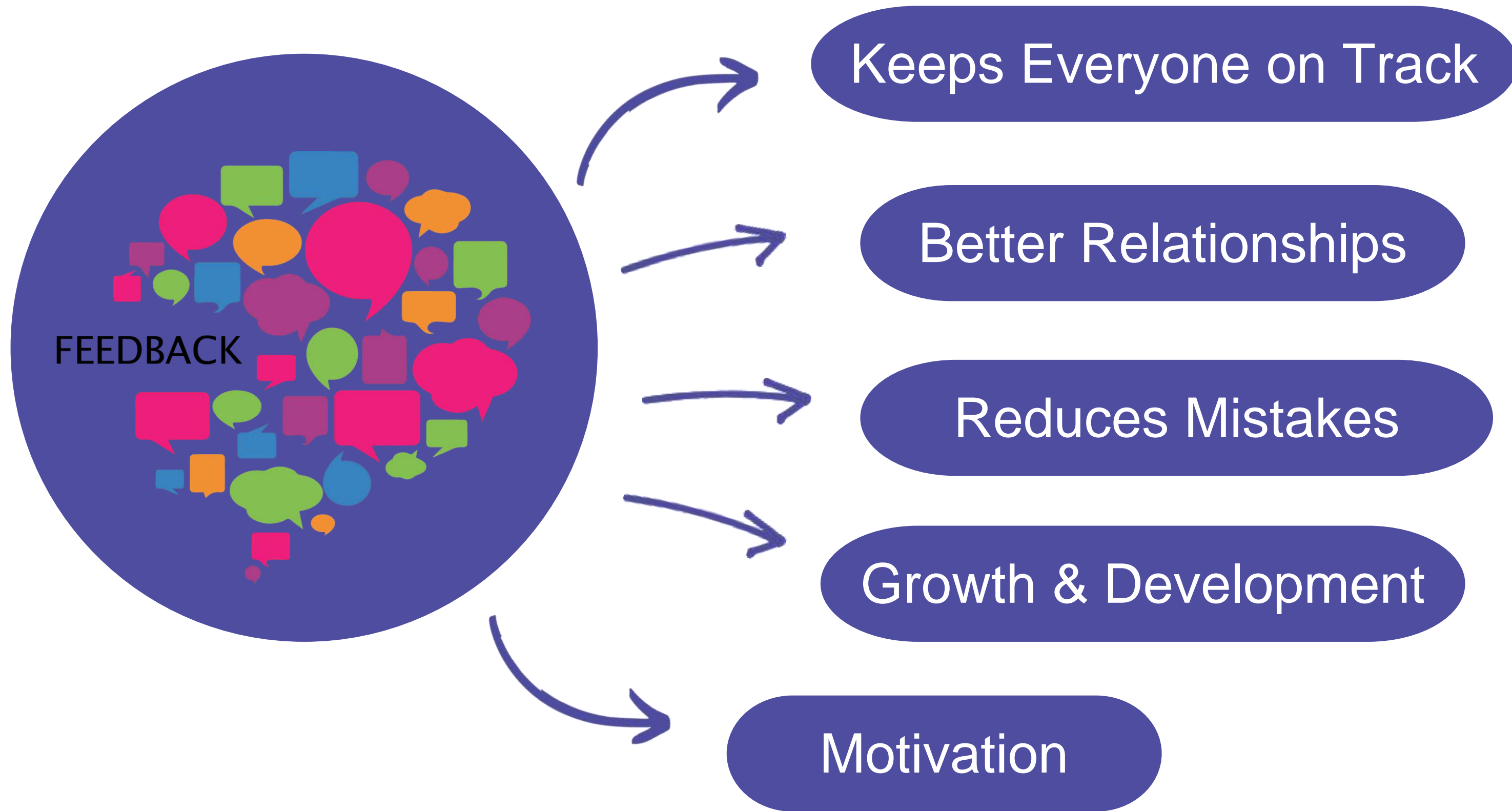


## How often do you give feedback?



# How do you currently give feedback?





# Sandwich anyone?







A

ACTION

What specific action did you see, hear, notice?

I

IMPACT

What impact did it have on you, others or performance?

D

DO

As a result what would I like you to do more of? Less of?



## Step 1 - Purpose



## Step 2 - Observed



Like



Love



Haha



Wow



Sad



Angry

**Step 3 - Reactions**



## Step 4 – Opportunity to Respond



## Step 5 – Suggestions/Ideas



## Step 6 – Express Your Support



- **G – Given with Permission**
- **I – Intent for growth**
- **F – For the person, not about the person**
- **T – Targeted for Success**



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# QUESTIONS & ANSWERS?

*Ask Away.*

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