



*Training Course:  
The Feedback Loop: Harnessing Insights for  
Success*

*3 - 7 February 2025  
Milan (Italy)*

## Training Course: The Feedback Loop: Harnessing Insights for Success

Training Course code: LS235363 From: 3 - 7 February 2025 Venue: Milan (Italy) - Training Course Fees: 5250 € Euro

### Introduction:

Feedback is a powerful tool for self-discovery and growth. This program equips you with the skills to navigate feedback effectively, both as a giver and receiver. Learn to solicit, analyze, and utilize feedback to gain valuable insights into your strengths and develop strategies to optimize your performance.

### Target Audience:

This program is designed for individuals who want to:

- Develop a growth mindset and embrace feedback for improvement.
- Master the art of giving and receiving constructive feedback effectively.
- Utilize feedback to improve communication, collaboration, and teamwork.
- Gain valuable insights into their performance and identify areas for development.
- Translate feedback into actionable steps for achieving personal and professional goals.

### Objectives:

By the end of this program, participants will be able to:

- Define the importance of feedback in the self-awareness development process.
- Identify different types of feedback and their effectiveness.
- Develop strategies for soliciting constructive feedback from various sources.
- Apply frameworks for providing clear, specific, and actionable feedback.
- Utilize feedback to set SMART goals and create an action plan for improvement.

### Outlines:

#### Day 1: The Power of Feedback for Growth

- Understanding the role of feedback in enhancing self-awareness and performance.
- Differentiating between constructive criticism and unhelpful feedback.

- The benefits of a growth mindset for receiving and utilizing feedback effectively.
- Case studies: Examining positive examples of utilizing feedback for growth.
- Setting personal goals for developing effective feedback skills.

#### Day 2: Soliciting Meaningful Feedback

- Developing strategies to effectively request constructive feedback from colleagues and superiors.
- Formulating open-ended questions to elicit valuable insights.
- Understanding the importance of context and timing when soliciting feedback.
- Overcoming the fear of negative feedback and fostering a culture of open communication.
- Interactive exercises: Practicing techniques for effective feedback requests.

#### Day 3: The Art of Giving Constructive Feedback

- Structuring clear, concise, and specific feedback that is actionable.
- Focusing on behavior and providing specific examples for improvement.
- Delivering feedback in a positive and respectful manner.
- The importance of active listening and focusing on the recipient's goals.
- Role-playing exercises: Practicing providing constructive feedback in different scenarios.

#### Day 4: Analyzing and Utilizing Feedback

- Strategies for objectively analyzing feedback from different sources.
- Identifying recurring themes and patterns in the feedback received.
- Differentiating between valuable insights and personal opinions.
- Developing an action plan to address areas identified for improvement.
- Group discussions: Strategies for effectively utilizing feedback for personal growth.

#### Day 5: Building a Feedback Culture

- The importance of creating a safe space for open communication and feedback exchange.
- Strategies for fostering a growth mindset within teams.

- Integrating feedback mechanisms into performance management practices.
- Promoting continuous learning and development through ongoing feedback.
- Action planning: Developing strategies to cultivate a culture of feedback within your team or organization

## Registration form on the Training Course: The Feedback Loop: Harnessing Insights for Success

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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- Please find enclosed a cheque made payable to Global Horizon
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