

Fearless Feedback

Fearless Feedback is a highly participative workshop, designed to give participants the skills and confidence needed to have effective feedback conversations in the workplace. Using scientifically-backed models and approaches, the workshop combines training, practical exercises and group coaching, with opportunity for discussion and reflection throughout. Can be tailored for leadership teams or run as a whole-team session. The session can be run in different formats from 2 hours to a full-day, either in-person or online.

Example Fearless Feedback content

(Actual content will be adapted for your specific organisational needs)

- Giving and receiving feedback (positive and constructive, in all directions – upwards, peer-to-peer and with team-members)
- Why feedback can be hard, and what to do about it
- Actionable feedback models, underpinned by research
- Feedback fears and foes, and how to overcome them
- Opportunity to practice giving and receiving feedback
- Techniques for seeking actionable feedback to support your development
- Building a feedback culture in your team

Typical Fearless Feedback outcomes

- Participants are well equipped to have feedback conversations
- Increased confidence to give difficult feedback
- Feel energised about giving and seeking feedback
- Increased team understanding and cohesion around feedback
- Co-design of a team feedback culture, and implementation plan



"It was brilliant and went down so well. Jess did a great job getting everyone really engaged and I was impressed by how she kept the pace and energy up throughout but also allowed us just the right amount of time and space to chew some of the ideas over as a group. I raved about it to such an extent that I've persuaded someone in another team to do the same session."

"The session was excellent. It was incredibly well structured, and presented, with clear, easy to understand content. At no point did Jess avoid answering difficult questions. Jess made the session exceptionally interesting and informative on a topic that could have come across as quite 'dry'. I thoroughly enjoyed it."

Jess has over 15 years' experience of leading large teams and complex organisational change across the Civil Service, education and private sectors. She is a professional leadership coach, accredited by the International Coaching Federation, with significant experience in 1:1 and group coaching, and training and development.

To design your session, connect with Jess via:

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Or for more information, see:

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Jess Annison Coaching