



FEEDFORWARD: LEADING WITH FEARLESS FEEDBACK

APRIL 20, 2023 | 9:00 A.M. – 4:00 P.M.



JOE HIRSCH, PH.D.

There are few things more difficult – or dreaded – than giving and receiving feedback. Blame, uncertainty, frustration, regret – these deeply-felt emotions can turn even the simplest conversations about work into high-stakes encounters that end up complicating our relationships, clouding our judgment, and costing us valuable time and resources. But, with the right mindset and message, feedback can produce better outcomes and deeper connections for leaders and their teams – and even become a source of joy, not fear.

In this interactive and evidence-based program, you'll explore the impact of FEEDFORWARD, a bold alternative to traditional feedback. FEEDFORWARD amplifies strengths, promotes dialogue, and focuses on future success instead of past failure – creating performance partnerships built on straight talk and genuine relationships.

Starting with the brain-based case against traditional feedback, you'll discover why appraisal systems often underperform how managers miss critical information, and the reason feedback often stifles growth rather than promotes it. From there, you'll learn how FEEDFORWARD can shift legacy thinking and practices to produce robust partnerships powered by candor, clarity, and connectedness.

Driven by research and practice, FEEDFORWARD gives leaders the tools and techniques to create a durable feedback framework that aligns with existing capabilities, flows with the cadence of work, and fosters opportunities for learning and development. Work has changed, and with FEEDFORWARD, so can the way we talk about it.

This program will help leaders:

- Activate the full potential of employees with a strengths-based approach to managing talent.
- Drive performance with two-way coaching conversations built on candor, trust, and partnership.
- Create a fearless feedback culture that promotes ongoing opportunities for growth and development.

Competencies Addressed: Develops Talent, Drives Results, Builds Effective Teams, Drives Engagement, Instills Trust

JOE HIRSCH, PH.D.

Joe Hirsch, Ph.D., helps organizations design and deliver feedback without fear. He's a TEDx and global speaker, as well as bestselling author of *The Feedback Fix* which has been praised by Fortune 500 executives, NFL coaches, and educational reformers for its forward-looking view of performance management. Joe's work and research has been featured in the Harvard Business Review, CNBC, Forbes, Inc., The Wall Street Journal, and other major outlets. Joe has helped leaders at PepsiCo, Adobe, the Gates Foundation, government agencies, and more than 20,000 others across three continents communicate with impact and joy. When Joe's not doing something outdoors with his wife and four boys, he's hosting his popular podcast, "I Wish They Knew."



University of Dayton
**Center for
Leadership**

