

## Leading Others

### What they Need is Your Feedback

1. Your team wants it.
2. Your team needs it.

‘Careful reflection and thoughtful feedback are good things, in that they help us improve what we do. Feedback leads to improvement, which leads to more feedback, which leads to more improvement. This iterative process of continuous, incremental improvement is the most common path from mediocrity to excellence. Very few people, skills, or programs go from being not that great to being spectacular in a single leap. Most will make incremental improvements that compound over time’ (Craig Hamilton, *Wisdom in Leadership*, p 235).

3. Your team deserves it.

#### The 5Cs of Feedback!

1. Provide it Consistently
2. Provide it Compassionately

3. Provide it Constructively

4. Provide it Correctively

5. Provide it Consciously

#### Further Reading

**'Good Feedback is a Two Way Conversations'** Joe Hirsch, Harvard Business Review, June 2020

**'How to Give Feedback People Can Actually Use'** Jennifer Porter, Harvard Business Review, October 2017

**'How to Give Tough Feedback that Helps People Grow'**, Monique Valcour, Harvard Business Review, August 2015

**'People Deserve to Know the Truth'**, *Wisdom in Leadership*, Chapter 46, Craig Hamilton

The Effective Manager, Mark Horstman

<https://www.manager-tools.com/2005/07/giving-effective-feedback#>