



FEEDBACK POWER

Turn Dread Into Ease (and Organizational Strength!)

Spark WORKSHOPS

SparkShops™ - Workshops Reimagined.
Ignite Action. Spark Results. 90 Minutes.

HANDS-ON SESSION

Practical tools and safe space to turn feedback into action, growth, and collaboration.



Our team was immediately engaged, and the practical tools provided are already making a difference. I even received messages during the session saying, "This is **EXACTLY** what we needed."

Heather Shea, HR Director
Light Hill Property Management

AUDIENCE:

FOR HR LEADERS, NEW MANAGERS, TEAM LEADS AND EXECUTIVES

Feedback is the foundation for better communication and stronger teams. Yet, what feels like "helpful advice" **often lands differently than intended**, creating tension instead of growth. Most people either dread giving or receiving feedback, or overestimate their skills, leading to missed opportunities for transformative conversations that could elevate their teams and careers. Let's change that.

This session provides a **simple, actionable framework for clear, constructive feedback.** Real-world scenarios and practical tools challenge assumptions, build confidence in tough conversations, and show how to **create a culture where feedback becomes a powerful catalyst for collaboration and continuous improvement.** Two virtual follow-up sessions ensure lasting progress beyond the initial session.

KEY TAKEAWAYS:

- **Master the Framework:** A simple, actionable process to deliver feedback that drives results.
- **Confidence in Conversations:** Tools to handle tough discussions with clarity and empathy.
- **Real-World Practice:** Build skills in a safe, interactive environment.
- **Create a Feedback Culture:** Strategies to implement feedback into everyday interactions.
- **Practical Tools:** Conversation Kickstart Cards and scripts to make feedback effective and easy.
- **Continuous Learning Support:** Two virtual group follow-ups reinforce skills, and collaboratively address challenges to ensure results and continuous improvement.

STEP 1 SITUATION

Describe the specific situation and behavior. Be objective and stick to the facts.

AT TODAY'S MEETING, I NOTICED YOU DIDN'T SHARE YOUR THOUGHTS ON THE PROJECT TIMELINE.

Pro Tip: Keep it non-personal. Avoid making it about the intent.

FEEDBACK ESSENTIALS

Feedback Framework

1. Situation
2. Impact
3. Expectations
4. Support
5. Follow-up

CREATE A FEEDBACK CULTURE

- Be clear and direct
- Stay open and supportive
- Embrace it with gratitude
- How to ask / accept
- Overcome the fear
- Continuous learning to grow, improve, succeed together

KEEP COOL

- Start with positive intent
- Use "I" instead of "You"
- Acknowledge other's perspective
- Stay calm and composed
- Ask for their thoughts
- Focus on future, not past
- Practice empathy

TIMING MATTERS

- Know when to give feedback
- Immediately - but with care
- Normalize feedback
- After a milestone or deadline
- In the moment - for positive feedback

Conversation Kickstart Card Packs

- **STEP 1:** Interactive 90-minute session
- **STEP 2:** Practical tools and scripts
- **STEP 3:** Two virtual group follow-ups address any challenges and ensure long-term success

PRICING:

- **Individual:** \$500
- **Company SparkShop™** (up to 30 people): \$5,000

Ready to transform your feedback culture?

Contact us today!

hello@TheSFIL.com

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