Feedback, Feedfoward, and Furthering

SAIS Summer Conference 2023

FURTHERING

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What brings you here?

You have a role in which you are responsible for giving feedback

You wonder how you can provide better feedback.

You'd like people to feel more comfortable with your feedback.

You long for the feedback you give to lead to positive change.

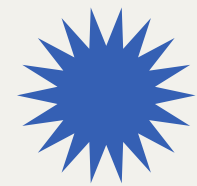# Your Guides for This Session

Mike Hanas

Renée Prillaman

Paired Share - Personal Operating Manual

- Share your name, role & school.
- 2. Share how you like to receive feedback.

The Feedback Fallacy

Failing to recognize who is source of truth

Failing to recognize how we best learn

Isolating excellence from the person being excellent

Laying The Foundation for Feedback

- Healthy and robust adult learning community

- Sustained connections

- Feedback with vs feedback to

- Two way free flowing feedback

- Naming the truth - situation, behavior, and impact (SBI)

The Feedforward Approach

- Emphasizes future change vs lamenting the past

- Solution focused - getting it right

- Well suited for people ready to learn

The Feedforward Approach

- Can come from anyone

- Reinforces the possibility for change

- Goes directly to the essence

- Invites listening more than reacting

Feedforward Paired Exercise

Feedforward Paired Exercise

Choose to change one behavior to make a positive difference in your life. Describe this behavior to your partner.

Ask for two suggestions for achieving a positive change in the behavior

Listen to suggestions and take notes without commenting on them.

Thank your partner for their suggestions.

Repeat the exercise

Want to continue the conversation?

- Afternoon Small Group Discussion: Group Coaching

- SAIS Program: Creating a Culture of Coaching

- Contact Mike@futheringleadership.com or Renee.prillaman@gmail.com

Presentation Resources

Buckingham, M., & Goodall, A. (2019). The Feedback Fallacy. Harvard Business Review, 97(3), 92-101

Falik, Abby. "Abby Falik on Self-Reflection and The User Manual." Vimeo, 21 June 2023, https://vimeo.com/561460730.

Goldsmith, M. Instead of Feedback, Try Feedforward to Improve Team Perfomance. INC. October 2014 https://www.inc.com/marshall-goldsmith/power-of-feedforward.html

Hanas, Mike & Prillaman, Renee. Feedback as Futhering: The Three C's. SAIS Headlines. March 2023 https://sais.org/resource/feedback-as-furthering/.

Additional Resources

[Accessing a Resourceful State](#)

[A Framework for Difficult Conversations](#)

[Instead of 'Difficult' Conversations](#)

[Letting Their Light Shine: Nuances of Quaker Pedagogy and Teacher Evaluation](#)

[Reflected Best Self Exercise](#)

[The Line](#) (Creating awareness of our current state)

[WAIT](#) (Why Am I Talking?)

[When Your Boss Gives You Bad Feedback, Badly](#)