

Spurwink Leadership Development Series

Session Three

December 19, 2017

At Spurwink, 901 Washington Avenue, Portland (Training Room)

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|--|----------------|
| 1. Welcome and Warm Up | 9:00 am |
| 2. Feedback | 9:15 am |
| <ul style="list-style-type: none">• Continuum• Types of Feedback: Positive, Developmental, Corrective• Preparing for Giving Feedback• Positive Feedback Exercise | |
| 3. Preparing for Accountability Conversations | 9:45 am |
| <ul style="list-style-type: none">• Identify the Issue: CPR; Consequences and intentions• Decide Whether to Address the Issue | |
| 4. Master Your Story | |
| Having an Accountability Conversation | |
| <ul style="list-style-type: none">• How not to get Started• Developmental Feedback Scenarios• How to get Started: Safety – contrasting; Share Your Path; End with a Question | |
| 5. BREAK | 10:45-10:55 am |
| 6. Scenario Exercises – Small Group | 10:55 am |
| 7. Explore Sources of Motivation & Ability Blocks | 11:10 am |
| 8. How Accountability Conversations Can Get Off Topic | 11:15 am |
| 9. Scenario Exercises – Small Group | 11:20 am |
| 10. Homework – Positive Feedback Log | 11:50 am-Noon |

Building the Habit of Positive Feedback

"20 ACTS" LOG

| | DATE | WHO | MY FEEDBACK |
|-----|------|-----|-------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |
| 4. | | | |
| 5. | | | |
| 6. | | | |
| 7. | | | |
| 8. | | | |
| 9. | | | |
| 10. | | | |

Building the Habit of Positive Feedback

"20 ACTS" LOG

| | DATE | WHO | MY FEEDBACK |
|-----|------|-----|-------------|
| 11. | | | |
| 12. | | | |
| 13. | | | |
| 14. | | | |
| 15. | | | |
| 16. | | | |
| 17. | | | |
| 18. | | | |
| 19. | | | |
| 20. | | | |