

FEEDBACK CONVERSATION KITS



equipping leaders and teams to discuss what matters most

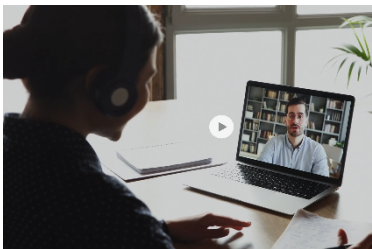
Triad's **FEEDBACK CONVERSATION KITS** give Leaders and Team Members the vocabulary and skills to have candid, engaged performance conversations, even if working remotely and in a time of constant change.

Through a series of short videos and QuickPrep sheets, our **FEEDBACK CONVERSATION KITS** focus people on what's most essential for creating rich and rewarding conversations.

[Click here to watch our 2-minute overview.](#)



LEADER KIT



6 steps, 6 videos for creating meaningful performance conversations

1 CLARIFY YOUR PURPOSES	2 PREPARE*	3 PAUSE TO BE FAIR
4 ENGAGE	5 SWITCHTRACKING	6 SUSTAIN
*PLUS 2 BONUS VIDEOS PREPARING FOR A COACHING CONVERSATION PREPARING FOR AN EVALUATION CONVERSATION		

1 in 4 employees dreads their performance review more than anything else in their working lives



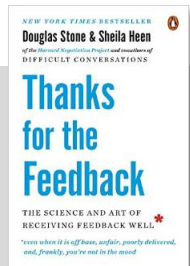
4 steps, 4 videos to equip Team Members to **pro-actively engage** in their performance conversation

TEAM MEMBER KIT

1 CLARIFY YOUR PURPOSES	2 GET THE MOST OUT of YOUR REVIEW
3 SPEAKING UP	4 SUSTAIN

from the team that brought you the NYTimes bestseller *Thanks for the Feedback* (Viking 2014)

to learn more, visit www.triadlearning.com



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FAQS

WE ALREADY HAVE A PERFORMANCE MANAGEMENT SYSTEM.

DO THE **FEEDBACK CONVERSATION KITS** FIT WITH OUR CURRENT SYSTEM?

The Feedback Conversation Kits can stand alone to enhance feedback throughout the year, or can sit alongside your performance management system to enable more meaningful conversations.

MY PEOPLE ARE BUSY. HOW LONG DO THESE TAKE?

Simple and straightforward, the 5-8 minute videos focus time, energy, and attention on the things that matter most for rich and candid dialogue. They also get Leaders and Team Members aligned with common purposes and concrete practices.

WHAT DO WE GET FOR OUR ANNUAL SUBSCRIPTION?

Leaders receive all 8 videos, along with supporting tools and QuickPrep sheets. Leaders also receive access to the Team Member Kits, so they know how Team Members have prepared, and so they can prepare for their own reviews. Team Member Kits include 4 videos, supporting tools, and QuickPrep sheets. Finally, we continue to add to our "But, what if...?" Troubleshooting Series throughout the year.



THE TROUBLESHOOTING SERIES

"BUT, WHAT IF...?"

...my team member thinks they're great. They're not.

...they become disappointed or demotivated?

...we're having the same conversation on repeat?

...they have unrealistic expectations?

FOR LEADERS

...the feedback isn't clear or actionable?

...my review feels unfair or biased?

...my manager has unrealistic expectations?

FOR TEAM MEMBERS

FROM OUR TEAM TO YOURS

