



Executive digest

From the Executive Coaching Centre

Dr Iain McCormick enables senior executives to experience fulfilment in their work life and he develops high-performance teams that people love to be part of.

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Services

- Teams** Two-year high performance senior team development
- Leaders** Leadership programmes directly related to organisational strategy
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Get the feedback you need!

Carolyn O'Hara writes in the Harvard Business Review that the principles to remember when asking for feedback are:

1. Understand the kind of feedback you want, whether it's coaching, recognition, or an evaluation of recent work.
2. Ask sooner rather than later. This will create a more real time feedback loop going forward.
3. Pose specific questions designed to get helpful information with specific examples.

The things to be careful about are:

1. Do not only ask your boss for feedback – also ask colleagues, junior staff, and clients as well.
2. You don't have to schedule a formal meeting to get feedback. You can have brief, informal coaching moments after meetings, in the elevator, and over coffee.
3. Do not rely on email, pick up the phone or talk one on one.



In summary: if you want and need feedback you need to take responsibility to ask for exactly the type you want. Ask for it as soon as the situation allows and make sure you get helpful information and specific ideas for improvement.