



From Lisa Lanier, Executive Coach and Founder/CEO

March 5, 2024

Just Three Things

Three things for *you* for *your* leadership journey

Something to **Know**
Something to **Do**
Something to **Share**



Welcome to "Just Three Things", bringing you learnings, ideas, and something that will perhaps provoke your thinking. But more than anything, something that takes only a few moments to read and can **help make being a leader feel just a bit easier.**

Please share this with someone you think could find value from it--and I welcome feedback!

#1 Something to Know: Feedback is a Gift

Does saying the words: "I have feedback for you..." make you feel like you want to throw up?

It's that time of year as performance management feedback is underway in many organizations. The truth is, nothing you share in a performance conversation should be a surprise to your employee. *But so many of us worry that providing constructive feedback can make our employees upset, demotivate them, or push them out the door.*

As a manager, taking the time to share ongoing feedback is truly a gift to your employees. We all crave feedback (no matter what level we are at) as a way to learn, develop, and grow. And the best feedback hits three critical points:

1. It's timely

2. It's specific
3. It's authentic

Giving timely feedback (within a few hours or a few days), in a supportive way, demonstrates that you care about your employee's growth and will be better received and more likely to be acted on.

Being specific will have more impact: *"I am concerned about the quality of the last few reports that you've written for our client. Making multiple errors isn't typical for you."* feels different than *"This is the third report in a row you've written with errors in it."* Or telling someone *"You did a great job yesterday."* doesn't feel as good as *"You did a great job yesterday when you answered Carla's tough questions and she moved from a doubter to a supporter!"*

This type of authentic feedback can help open up a conversation about what's getting in the way for your employee and help them be much more receptive to figuring out what they need to do differently going forward.

Making the time to give both positive and constructive feedback can have broad impact across your employees, team, and organization, improving engagement and retention. It's the gift that keeps on giving. ***So give more gifts!***

See links below in #3 for resources on feedback.

#2 Something to Do:

Workshop on Mar 19

Speak up & Power up your Visibility

Register

Experience the impact of a small, interactive group workshop where we will work on how to be **more confident speaking up in meetings and improving your visibility**.

This workshop is for you if you feel like you are a "wallflower" in meetings, worry about what others will think, or hesitate to share your great ideas. In this workshop, you will:

- Explore what it will take for you to **feel more confident** speaking up
- Learn **tactics and tools** that can help you now
- Define **what you can do tomorrow** to elevate your voice

This will be a very interactive session-- hope to see you there!



SPEAK UP AND POWER UP YOUR VISIBILITY

A small group workshop with Lisa Lanier

Tuesday, March 19 at 4:00 pm CST



#3 Something to Share: What I'm learning

Overcoming Your Fear of Giving Tough Feedback

I loved [this article from HBR](#) on giving difficult feedback. Not only was it helpful in learning "the how," but it really brought home "the why." Fear no more!



HBR Podcast: The Essentials, Giving Feedback

This [podcast](#) provides great examples of **how to give supportive feedback** to your employees. Very helpful to support growth and development.



Mistakes First-Time Managers Make When Giving Feedback

It was an HBR kind of month! [This article](#) has **great advice for avoiding many of the common mistakes** we all make. And actionable solutions!



Learn More: If you'd like to learn more about working with me or my coaching programs for leaders, teams or organizations, please:

- [Email](#) me or reach out on [LinkedIn](#)
- Visit my [website](#)
- Schedule [a 45 minute \(free\) Discovery Call](#) with me.

Let's talk about you!

Lisa Lanier, Executive Coach and Founder/CEO

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