



OpenBlend

Feedback in OpenBlend

What is feedback?

Feedback in Open Blend is a process where feedback is easily gathered from your talents **peers, colleagues and manager** as well as **self evaluations**

Talent and managers are then supported to have **action-led, coaching based discussion** about the feedback **within your Blend sessions.**

Why is it important for talent and companies?

- It enables a more objective view on performance and behaviours, and gives talent valuable insight into how others see them.
- Open, honest feedback is vital for personal development.
- All feedback is valuable and should be viewed as an opportunity for learning and development.

The benefit of feedback

More than **75% of employees say feedback is valuable**...yet less than 30% say they ever receive it

Recruiter.com

Companies that implement regular employee feedback are have **14.9% lower turnover rates**

Gallup

68% of employees have changed jobs because of a lack of learning and development

onrec.com

Why is it important?

Do you agree with the following statements?

“Feedback enables a more **objective view on performance and behaviours**, and gives talent valuable insight into how others see them.”

“Open, honest feedback is vital for **personal development**.”

Open Blend feedback

Traditional feedback

Often anonymous and covering long time periods

Manager left to manage tricky conversations

Disjointed from other regular touch points and development conversations – diluting value

Not always solely focussed on growth and development of your talent

Lengthy process that consumes time for respondents

The Open Blend Way

Not anonymous and linked to specific projects and periods

Manager supported by coaching frameworks

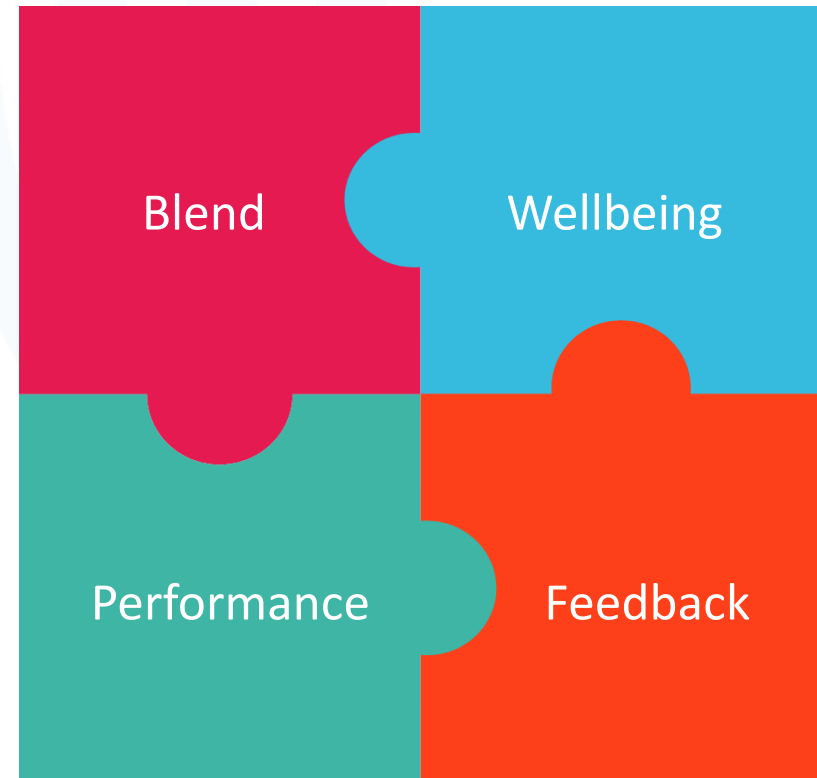
Links directly to individuals objectives and Blend and enables follow up and application of learnings

Focussed on capitalising useful data to help drive progression and growth of your talent

Two simple questions, automated in to a simple, agile process

How feedback sits in Open Blend?

- Meaningful, coaching led conversations
- Build trust and rapport
- Tools to help your talent grow
- Capitalise on strengths
- Understand how you can best support your talent



Feedback in Open Blend is not anonymous. Why?

- We asked – this is what the modern workforce and our clients want
- Drives high quality feedback – more thoughtful and in context
 - A coach would never use anonymous feedback in coaching session
- Required to build the type of relationships Open Blend nurtures:
 - Trusting
 - Transparent
 - Encouraging of accountability
 - Action focused
 - Constructive language



Benefit to managers

Enables you to support all aspects of an individual's development

Identify and leverage skills (not just praise)

Leaves talent in driving seat and holds them accountable

Address support areas in real time

Gives you pointers on how best to support talent

Support from wider team

How we approach feedback in Open Blend

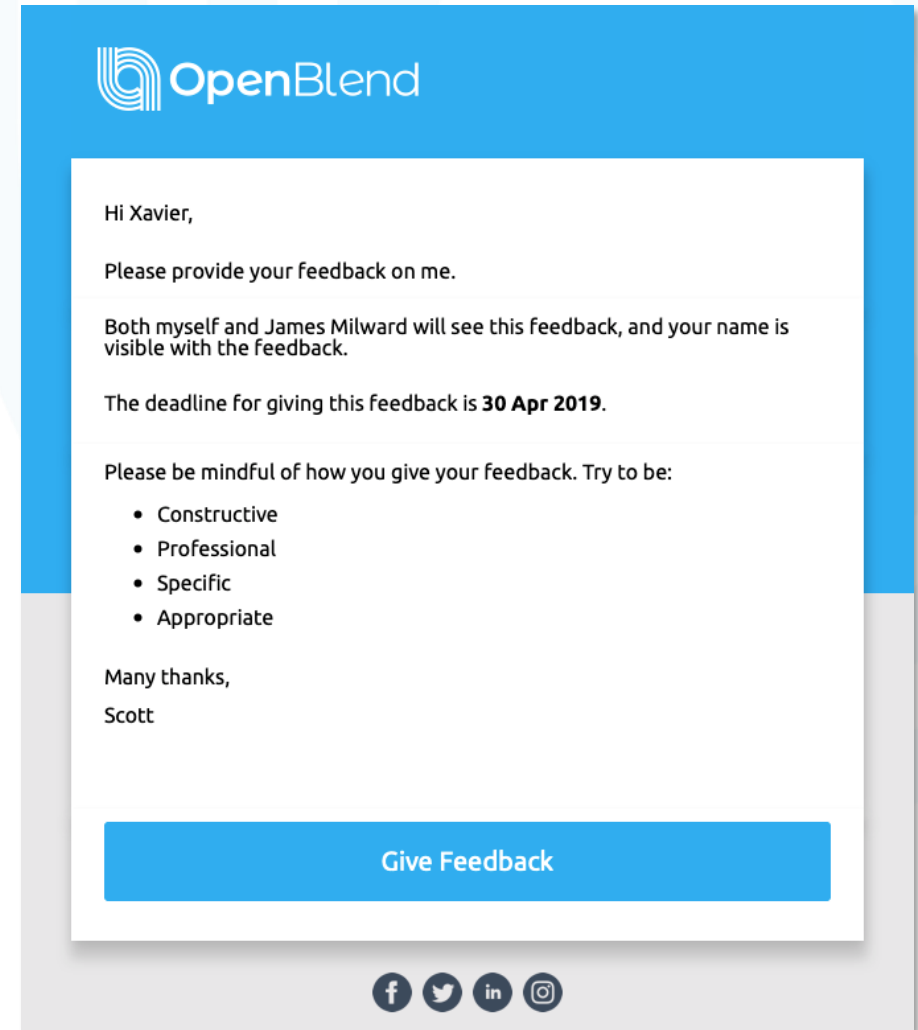


What are respondents asked?

Two simple questions:

What is the individual **doing well**?

Where does the individual **need support**?



Reviewing feedback before a session

Back to menu

Your Feedback

Dashboard Wellbeing Blend Objectives **Feedback** Actions Session Tools Notes Session Booking

View your feedback before discussing it in a session [Request Feedback](#)

[Back](#)

DOING WELL NEEDS SUPPORT

JR Jane Rush 15 Nov 2018

Pascalls launch

Kate needs to develop her workload management. She missed numerous deadlines during this project, and did not communicate that this was going to happen to the team.

CY Craig Young 15 Nov 2018

Pascalls launch

Kate needs support in ensuring everyone in the team is well communicated to, and therefore can meet their own deadlines. This communication is key to ensuring we all deliver on what we need to, and meet expectations.

AJ Antonio Jerezano 15 Nov 2018

Pascalls launch

I often felt Kate was a lone wolf during the launch. She needs needs to develop her ability to integrate into a team and align with what others are working on.

XS Xiao Sao-Pao 15 Nov 2018

Pascalls launch

Kate needs to develop her strategic thinking about what will happen after the launch, and where we might navigate to grow the account.

- All feedback will be released to you both the talent and manager prior to your session.

Navigating Doing Well feedback

What?

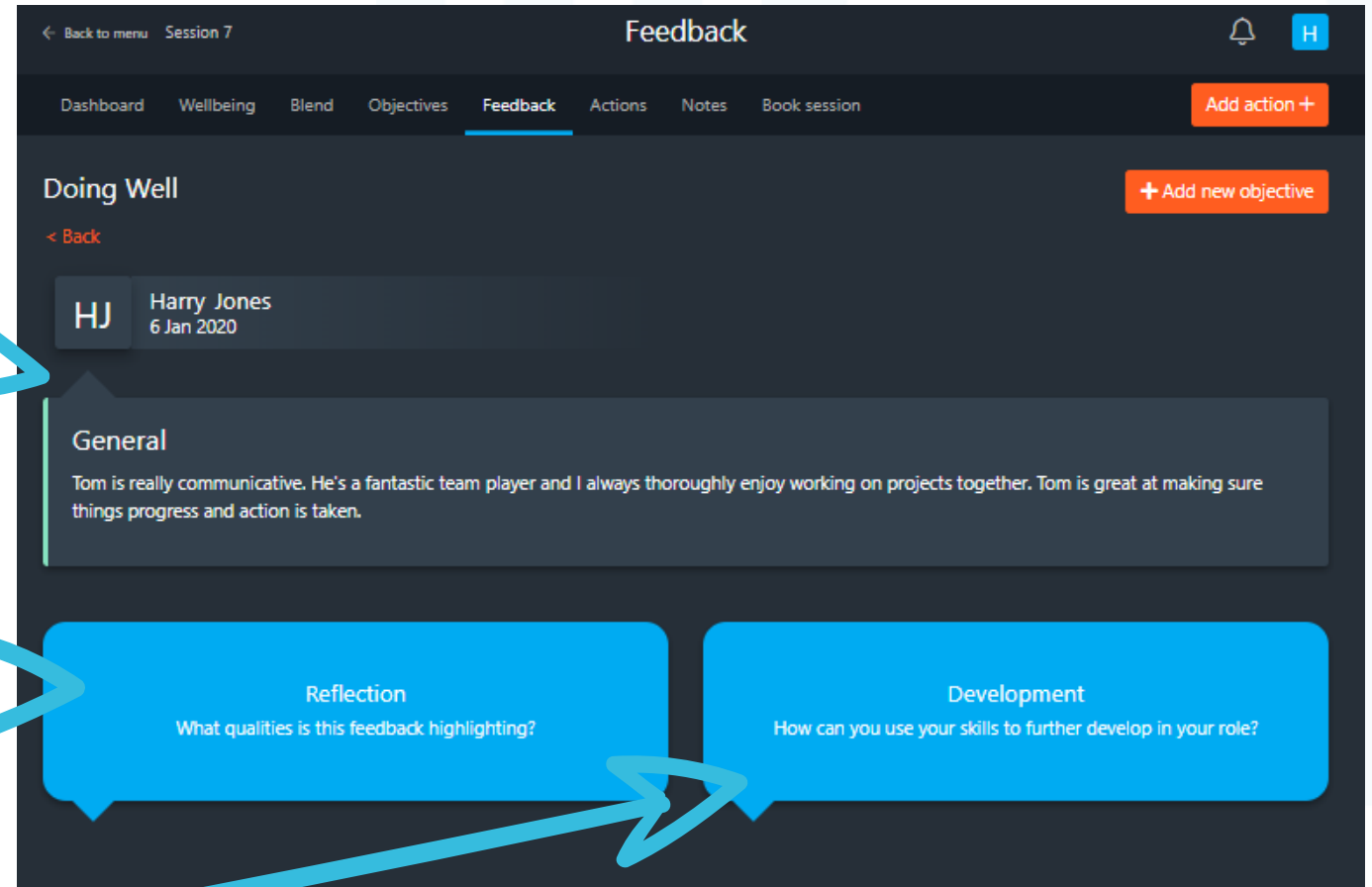
- Reactions and observations
- Patterns and dynamics
- Context

So what?

- What have we learned

Now what?

- Planning for effective use of the learning



Navigating Needs support

The screenshot shows a mobile application interface for 'Needs support'. At the top, there's a navigation bar with 'Feedback' in the center, a bell icon, and a profile icon 'H'. Below this is a secondary navigation bar with tabs: 'Dashboard', 'Wellbeing', 'Blend', 'Objectives', 'Feedback' (selected), 'Actions', 'Notes', and 'Book session'. An 'Add action +' button is on the right. The main content area is titled 'Needs support' with a '< Back' link. Below the title is a user profile card for 'Harry Jones' with initials 'HJ' and the date '6 Jan 2020'. A 'General' section contains a text entry: 'Sometimes he tries to cover many things at the same time, which causes loss of focus in each part. It would be very interesting if he created a clear and well-defined system process which would show the different parts of the process, people involved and meetings necessary to carry out things out.' At the bottom, there are four blue speech bubble buttons with the following questions: 'What is the goal?', 'What is the reality?', 'What options have we got?', and 'What's the way forward?'.

