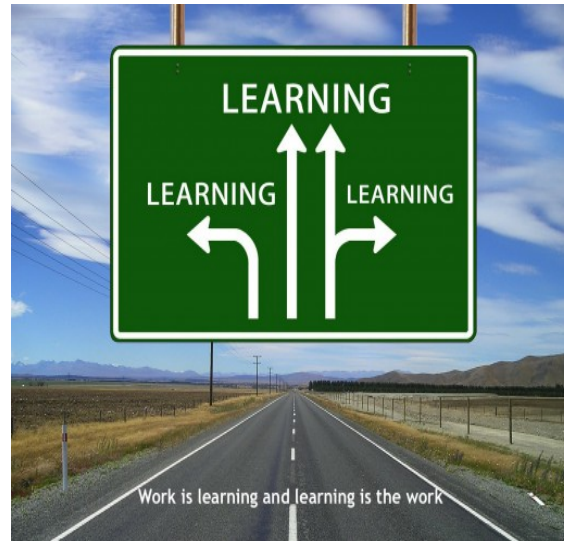


Neuro & Mindful Leadership – Think & Act Like A Leader

How to give
constructive feedback
to empower others



Presenting and using
all the 4 learning styles
to communicate
effectively to anyone in
your team.

The 4 MAT System by
Bernice McCarthy

‘There are always three presentations for every one you actually give: the one you practiced, the one you gave and the one you wished you had given.’ Dale Carnegie

Reflective questions:

In what type of situations do you give feedback in a work context?

How do you prepare to give feedback?

When do you know your feedback has had a positive impact with a team member? Give examples.

When do you know your feedback has had a negative impact with a team member? Give examples.

Take 15 minutes to discuss the above questions with your group from the flip chart. Your group is indicated in Green.

Feedback Methodology

- Within FIVE/TEN minutes
- What was good from the observation.
- What needs improvement
INSTEAD OF EXPLAINING WHAT WAS WRONG,
EXPLAIN WHAT YOU WOULD LIKED TO HAVE SEEN
- Overall what was great from the observation.

USE THE WORD “**AND**” IN PLACE OF “**BUT**”

EXAMPLE: Feedback for a presentation

What was good: I really liked the visual diagrams

What needs improvement:

You have some really useful ideas to share, I'd like to hear you speak more loudly, so that I can hear you at all times, and take on board all of the information you are giving me

What was good: The material was really thought provoking. Thank you.

Reflective questions:

How important is it to feel confident and to be able to deliver a presentation quickly and accurately?

In what situations do you give presentations today?

How do you prepare?

How do you know when your presentation has made a great/good impact on your audience?

Take 15 minutes in groups of 3 to discuss with someone the above questions you have not worked with before.

The 4-MAT System

What is your goal of the presentation?

What if?

Self-discovery method

Let the audience
teach it to themselves
and share with others

How?

Coaching method

Let the audience try it –
adding something of
themselves - ACTIVITY

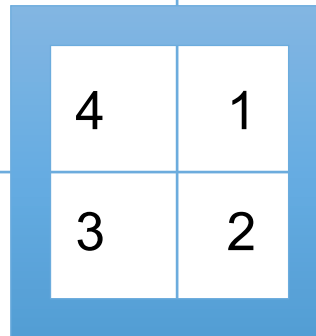
Why?

Discussion Method

Motivate audience
and create a reason

What?

Information method
'Teach'



Strike a pose

- Form groups of 3
- Let's get our dancing shoes on and reconnect with our inner goddess or god !
- Follow my lead!



<https://www.youtube.com/watch?v=8HpG0I9cLos>

Either on the 10th May or the 12th May arrange a date and time for a conference call with your peer group to discuss the reflective questions below.

Reflective questions:

What impact do you already have as a leader, when you speak to your team or audience?

What new learning do you have regarding the 4-MAT framework from the leadership learning session?

How can you implement this within your own work context?

Is there anything you need to change in your own presentation style so that your message will make an even bigger impact?