




IMPROVE YOUR SELF-AWARENESS, INFLUENCE AND IMPACT ON OTHERS.

Would you like to learn how to authentically be yourself while skilfully managing your impact on others?

Our programme will help you choose how you communicate and present yourself so that you can skilfully influence how others perceive you. To truly understand the impact you have on others, considering their perspective is essential.

By understanding the impact that you have on others and identifying areas of mismatch between our intended and actual impact, we can fine-tune our behaviour. This is particularly beneficial in addressing workplace challenges such as:

- Influencing
- Resolving conflict
- Negotiating more effectively
- Leading and inspiring others



Understanding our impact is valuable for addressing workplace challenges; it can also increase your self-awareness to make any shifts in behaviours based on feedback from others.

The more we understand how others perceive us, the better equipped we are to dial up or down aspects of ourselves, meaning we manage interactions with other associates more effectively.

Our 360 Feedforward process will increase and sharpen your awareness of your impact on others. It asks, 'What would make a difference?' to support you to grow as a leader, helping you to become measurably more effective. It also allows you to understand the impact that you are already having, that is valued. The process will involve your coach having confidential conversations with Associates you work with. It is tailored to support your development goals and asks for future-focused suggestions to improve your growth areas, but it is broad enough to uncover any important areas of work. The insight gathered will be anonymised and fed back to you by your coach in a debrief session. You will have the opportunity to reflect on the insights and be supported and challenged by your coach to use the information to go from Insight to Action.



Through the Feedforward process, you will gain greater self-awareness, a better understanding of your impact as a leader and how you might alter your approach to improve your impact in the future. You gain greater understanding and clarity about how your strengths can be used to create success, identify any barriers to success and how you might choose to change to remove those. Finally, you gain a greater understanding of your potential to be different and understanding of HOW you might create a desired change in behaviour or in the impact that you have.



To find out more about Feedforward, please email enquiry@theoem.co.uk, and we'll be happy to organise a conversation with you.