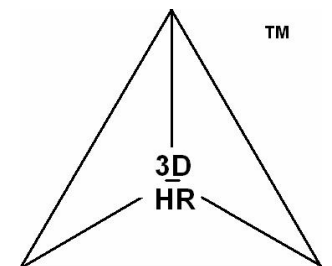
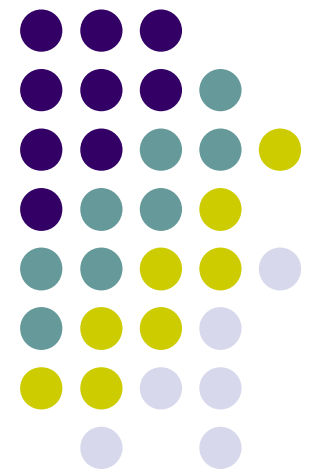


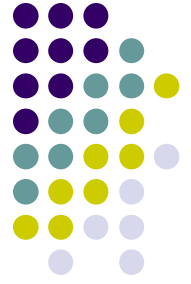
Giving Feedback

Global Connections/Global Mission
Network: IHR Forum

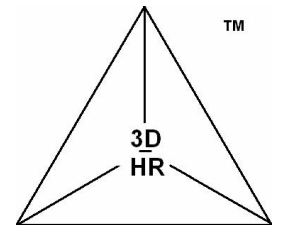
Peter Kenworthy
Three Dimensional Human Resources
www.3d-hr.co.uk



Giving feedback

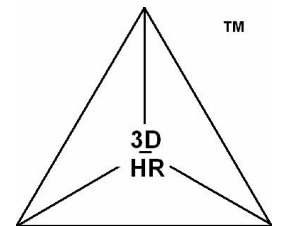
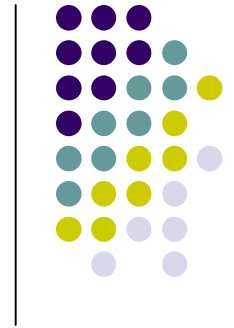


- Why?
 - Clarify aims/objectives
 - Motivate and encourage
 - Reinforce good behaviour
 - Limit poor behaviour
 - Contribute to learning

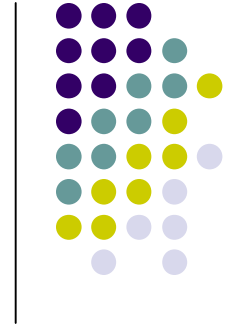


Giving feedback

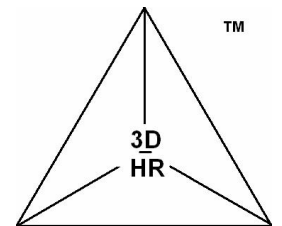
- How?
 - Specific
 - Behavioural
 - Balanced



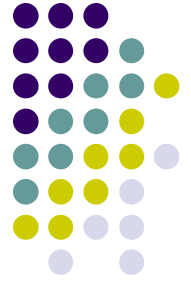
Giving feedback



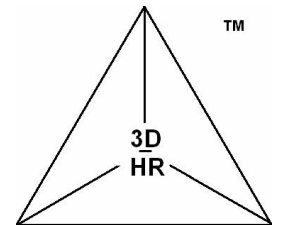
- When?
 - Timely
 - Regularly
 - Formally
 - Significant events / changes
 - On request



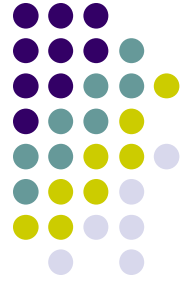
Appraisals



- Review past goals and performance
- Set new goals and assessment system
- Identify learning and support needs
- Keep records



International mission agencies



- International:
 - Distance
 - Appropriate communication
- Multinational:
 - Language
 - Culture
- Mission:
 - Spiritualise
 - Business focus

