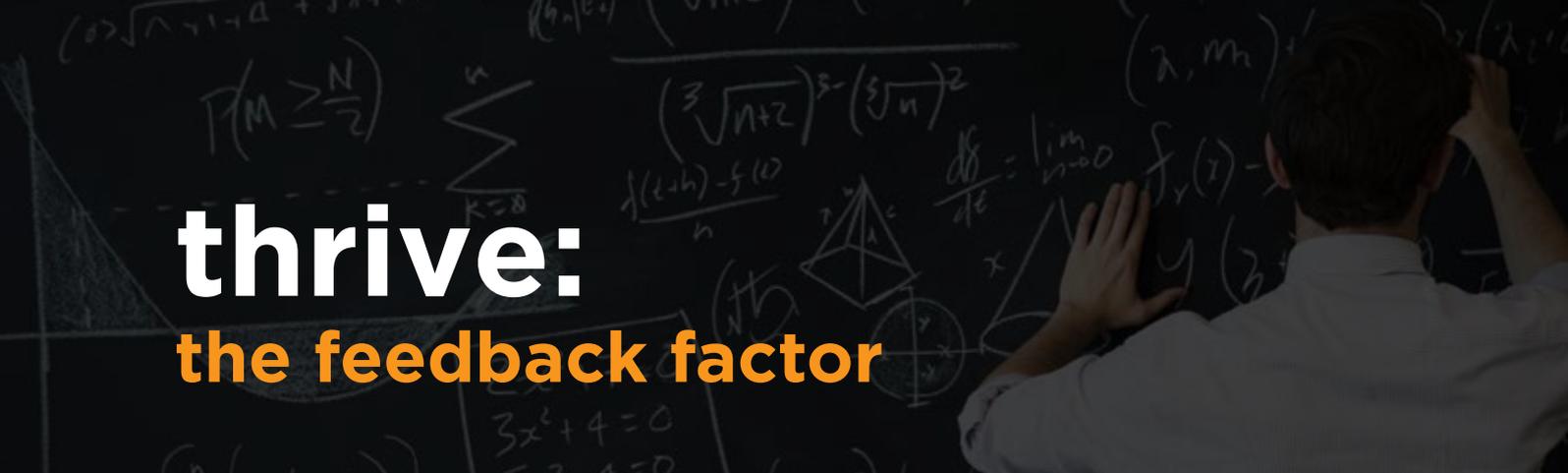


thrive: the feedback factor



rocket
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SWITCH ON POTENTIAL



thrive: the feedback factor

‘Can I give you some feedback?’..... a few simple words, generally well intentioned, yet for many people, these words have the power to raise heart rates, increase blood pressure, and create a mild (or worse) state of panic. And that can go for the giver and receiver of the feedback.

Good intentions, yet somehow the delivery often doesn't quite seem to go the way that was hoped for, let alone have the desired impact.

Whether you're leading a team of 1, 21 or 101, from time to time giving someone feedback, nudging people back on course, is inevitable. And as science tells us, if it's done well it can be a powerful and positive tool to help people flourish. So what, you might well ask, is the formula for success? The formula for giving (and receiving!) feedback that not only hits the mark and removes much of the angst, avoidance and stress so often associated with feedback, but also leaves both parties in pretty good shape, and leads to improved productivity?

Drawing on the work of leading researchers in positive psychology and neuroscience - Barbara Fredrickson, Marcial Losada, Gable + Gonzaga, Alex Linley and John Gottman - Rocket Blue has developed **thrive: the feedback factor**.

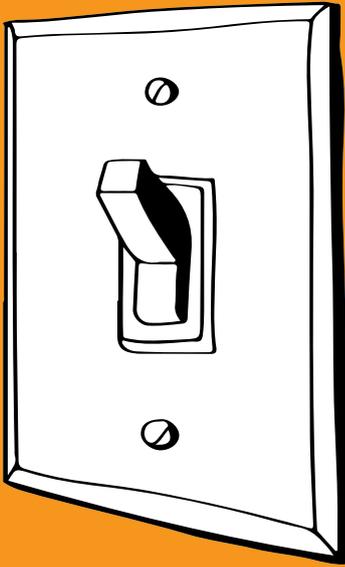
thrive is about successfully and professionally navigating the terrain of nudging people back on course – the kind of day-to-day feedback aimed at helping people flourish, through coaching them to their strengths.

For those tougher feedback times, we'll look at step by step process to help prepare and navigate those meetings too with dignity, respect and a better likelihood of the desired outcome (Funny thing is, once you put the key elements of **thrive** into place, you'll find that you're having way less of these more challenging conversations).

As part of the pre-work we incorporate The Strengths Profile online – a strengths based approach is one of the keys to the feedback factor - and **thrive** then runs as two half day sessions, giving you time to try things out in between, and focus on your nudging. Session 2 is about sharing 'how'd you go' stories and then covering the step by step tougher-stuff process.

Like everything we recommend, **thrive** is based on rock-solid brain-based science, encompassing a strengths-based approach and simple formula that supports the notion of the need to 'earn the right' when it comes to giving feedback, influencing people and bringing them with you. We'll also look at things like why our brains (and bodies) react adversely when we hear those six words; how to mitigate that happening, plus we'll check out the only kind of feedback that's been shown to build trust and cement relationships.

Because at the end of the day, it's your people and your ability to influence them, deeply, that are critical to you getting where you need to go.



why rocket blue?

We've been in shoes like yours, managing large teams of wonderfully diverse people, keeping them on course, coaching, mentoring and nudging them back on track. We've also had the unenviable task of having to deal with the tough stuff, coaching people who've found themselves in a bit of a square peg situation – never easy...

Drawing on positive psychology and the practical application of neuroscience, we've also worked with a wide range of organisations, both public and private sector, developing the 'feedback muscles' of their people with strengths based approach. Projects include QANTAS, Penguin & Pearson Publications, ISentia, the Department of Social Services, Elders Rural Services, the Department of Finance, the University of Canberra, Aussie and the ABC.

“*If we ‘warm up’ the emotional climate...by increasing your positivity ratio (strengths based feedback to constructive criticism) above the critical tipping point, you’ll begin to flourish. Just as zero degrees Celsius is a special number in thermodynamics, the 3-to-1 positivity ratio may well be a magic number in human psychology.*”

**From Positivity
by Barbara
Fredrickson,
Oneworld
Publications 2009**



penny nesbitt

Penny Nesbitt is a highly experienced facilitator, speaker, and author. Her focus is on culture and change management, the practical application of positive psychology and neuroscience, and developing thriving people and enhanced productivity through a strengths-based approach.

Over many years, she has delivered workshops, lectures and motivational talks across AsiaPac to diverse groups, from graduates to executive level, in both the private and public industry sector, community groups and university undergraduates.

In June 2017, her first book was published - Culture 101: the four keys to thriving people and culture - which has received great reviews on Amazon and Goodreads.

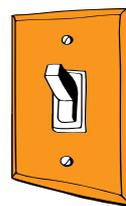
She has also appeared several times on radio national ABC; was interviewed on radio 2UE and for HR Daily; has Emceed large charity events and corporate conferences; she presented several masterclasses on culture and change at two Convergence (Change Management) conferences, and has been a regular contributor to Westpac's Ruby Connection website.

Penny has a reputation for presenting even complex material in a highly engaging, impactful, at many times light-hearted way, weaving stories and anecdotes throughout her delivery.

She is now a sought after key note speaker, facilitator and change management consultant and regularly presents, facilitates and collaborates on the following topics, drawing on neuroscience and positive psychology:

- Culture + Change Management
- The Neuroscience of Change
- Postive Psychology and Strengths Based Leadership
- Team Building (minus the paintball)
- Imaginistics: creating a culture of creativity and innovation
- The Power of Storytelling at Work

contact



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