**Course Title:** The Art of Giving Impactful Feedback: Bridging Candor, Clarity, and Psychological Safety  
**Course Code:** WSP 326  
**Instructor:** Ellen Petry Leanse

**Course Summary:**  
Feedback is essential for professional growth. 83 percent of U.S. employees craved more of it - yet 88 percent of leaders said they feared or resisted giving it. A full 65% admitted their feedback tools felt inadequate.

This fast-paced, hands-on workshop delivers these tools in ways that produce real results. You’ll see why feedback so often goes wrong and trade old habits for a clear, actionable framework that makes feedback psychologically safe (for the giver and receiver) and impactful, no matter how and why you provide it.

*Please see course page for full description and additional details.*

**Grade Options and Requirements:**
- No Grade Requested (NGR)

*Please Note: Due to its short format, this workshop may not be taken for Credit or a Letter Grade. Courses taken for NGR will not appear on official transcripts or grade reports. Proof of attendance will be provided at the end of the workshop.*

**Tentative Outline:**

**THE PRICE OF FLAWED FEEDBACK**
- Understand the opportunity and benefits available to organizations that improve feedback processes  
- Gain insight into « why » feedback so often goes wrong and how new MINDSETS and SKILLSETS can catalyze measurable results

**FEEDBACK AND THE BRAIN**
- Understand why feedback is so often hard to receive – and to give – through a brain-aware framework  
- See WHY: what Google and many more learned about Psychological Safety and how it affects feedback  
- Learn how to disrupt the brain’s usual reactions to feedback-related stress and practice alternatives that increase confidence and efficacy
MASTERING IMPACTFUL FEEDBACK
- Explore the flow of « feedback as usual » to understand why it so often misfires
- Learn and practice a new approach to feedback that expands comfort zone, encourages growth, and actually improves employee-manager relationships
- Enhance « radically candid » techniques with a brain-aware approach to motivating and rewarding employees

CONVERTING IDEAS TO ACTION
- Developing a « feedback roadmap » for your team, organization, and /or culture