



Double It

by Cub Marion

Typically, after the New Year, leaders spend time providing performance feedback to those they are responsible for. Is this the obligatory, check in the block event? It doesn't have to be; in fact it shouldn't.

Providing feedback is absolutely essential as a leader. In many cases, what you think is enough may not be. If you invest the time in those you are responsible for, the return is incredible. It fosters an environment of mutual respect and loyalty, focused truly on developing the individual. Additionally, the organization benefits dramatically; ranging from more engaged employees to business results. It is all good. So as a leader, when you review your standard performance feedback routine, at a minimum double it. It is worth every minute.