hexagonal leader

- ## NAME OF THE TOOL
- Feedback Map

- ## DESCRIPTION OF THE TOOL

- This is a feedback technique to support participants to deliver feedback that is clear and specific, especially after working in multiple project teams over a longer period of time. The team maps the connections between individuals, then uses specific points of interaction to prompt feedback.

- ## OBJECTIVES OF THE TOOL

- Please indicate at least 3 objectives
- Objective 1 Well-thought-out feedback between team members
- Objective 2. Create cohesion at work
- Objective 3. Help to improve individual performance

- ## CONNECTION THE TOOL WITH THE SKILL

- This tool is very useful to help team members identify issues that need to be improved in order to facilitate interaction between team members and improve results, as well as to strengthen bonds and trust among all team members.

- ## RESOURCES AND MATERIALS
- A blackboard, paper or a Word file on which we write the names of each team member

- **IMPLEMENTATION OF THE TOOL**
  Explain the steps to implement the tool.
- **Step 1:**
  Introduction to the exercise. Explain that its purpose is to support team members to give each other more effective and specific feedback by visualising the connections between them.
- **Step 2**:
  Either on a whiteboard or large paper on the wall, write up the names of each of the team members. The names should be scattered around, with space in between each.
- **Step 3:**
  Discuss with the team what a useful timeframe for this exercise would be (e.g., 3, 6, or 9 months), based on how long the team has worked together and how recently the team has worked with feedback. Once decided, write the timeframe at the top of the paper/board.
- **Step 4:**
  Team members start by mapping out their working relationships to each other. Each member draws lines connecting him/herself to other participants they have worked with within the timeframe using one or two words to encapsulate their interactions, projects, or collaborations.
  For example, Erik draws a line connecting his name to Robin, writing "Re-branding Project" on that line. Each member should draw as many lines as possible to as many other members as possible.
- **Step 5:** Continue until the map is full of connections. Ask individuals to circle three specific points of interaction that they'd like to address through feedback

- **Step 6:**
Once everyone has chosen their points of interaction, run a session using an appropriate feedback method. Team members can give spoken or written feedback, but as always it must be offered and asked for, given with an I-Message, and taken with humility and maturity.

- **Step 7:**
Once everyone has given feedback, bring the group back together for a short reflection on how the exercise went.

- ## WHAT YOU LEARN

    Please explain what they are going to learn with the practice of the tool. What are the benefits to be gained from practising this skill?

- You will learn an easy method to help team members identify the connections between them and give each other more effective and targeted feedback.

- Well-thought-out feedback among team members helps to create cohesion in the work and helps to improve individual performance.

- Strengthen bonds between team members and foster camaraderie, provide feedback to inspire people to improve and set new goals.